

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

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Robert Stahl
Joseph Swenglish
Lisa Vella
Ben Wilkinson
Craig Wright

ON THE COVER



Photos: Mike Danowski

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Looking to the Future

D. Michael Langford

I'd like to take this opportunity to acknowledge you, our members, for all the work you do, day in and day out, 24-hours a day, 7-days a week, 365-days a year. You keep the lights on, the water flowing, the gas burning, and make a good living doing so, thanks to our collective bargaining agreements.

I'd like to reflect on some of the things we've accomplished under very difficult circumstances.

First responders

Thousands of you worked during an unprecedented number of natural and man-made disasters this year. UWUA members have been on the front lines helping people and communities to recover and rebuild.

Even during the horrific Las Vegas shooting, we had a member who helped administer first aid to victims.

Right now we have crews in Puerto Rico rebuilding the grid. They are there because they will do the job right, on time, and on budget.

Collective bargaining and organizing

Our membership today is no different from those utility workers who came before us in their drive to secure the best collective bargaining agreements possible.

Despite the challenges of today, especially so-called right-to-work laws, we continue to secure contracts that are second to none. That is a major accomplishment, given the control of our country by anti-worker corporations and politicians.

Our successes draw the attention of unorganized workers. Many are reaching out, signing union cards, winning elections, and securing contracts that give them a voice at work, better wages, improved benefits, and safer working conditions.

“We are meeting with much success in these very difficult times because we are utility workers. We make things happen. We are doers. We walk the walk. And we look to the future and plan ahead.”

Training the next generation of utility workers

Thousands of members completed safety training in 2017 through our Power for America Training Trust. Hundreds more received skills training. In addition, a number of new employers joined the Trust because of our proven record of success.

The Power for America Conference drew the largest, most diverse, and youngest number of members compared to either of the previous two P4A Conferences.

Carbon Capture technology

We've taken the lead with our partners in the National Enhanced Oil Recovery Initiative (NEORI) in promoting carbon capture technology. Together, we are working to get bi-partisan legislation passed in Washington,

DC that will provide tax incentives to help coal compete with natural gas, nuclear, wind and solar power.

It may take some time, but we are a union that looks to the future.

Taking issues head on in 2018

Rising insurance costs continue to be a drag on wages. To address this, we have an insurance option, the UWUA National Health & Welfare Trust Fund. It can be used as a tool to leverage lower-cost benefits at the bargaining table.

Next year's regional conferences will be more exciting and educational than ever. Mid-term elections are coming up, and it will be very important to elect representatives who will fight for working people.

We are meeting with much success in these very difficult times because we are utility workers. We make things happen. We are doers. We walk the walk. And we look to the future and plan ahead.

I'm wishing you the best this holiday season and looking forward to more success in 2018.



Local 601, NJ members collected emergency supplies to send to Puerto Rico.



UWUA Region I National Rep. Reggie Davis was welcomed by this Puerto Rican family, one of many who were relieved when he showed up to deliver much needed emergency supplies.

UWUA Members Respond to

Twenty-five Local 1-2 linemen from Con Ed in New York arrived in Puerto Rico November 10, with more joining them November 21, as part of the massive rebuilding efforts there in the wake of Hurricane Maria. E-Board member William Connolly reports they received their vehicles, have restored power to Old San Juan, and the crews are now continuing their work to bring power back to the island.

Since Hurricane Maria hit the island, the UWUA has taken a number of steps to support the restoration of utility services there.

Four Utility Worker brothers from Local 391, 395 and 423 in New Jersey, were the first UWUA members on the island after they joined more than 300 AFL-CIO volunteers there. The members from American Water NJ were Utility Mechanics Al Archila, Karl Engallena and Jorge Perez and Meter Reader/Field Service Representative Peter Gualtieri.

“We were not only able to give out food and water; we distributed medicine, treated people, and transported them to the hospital. We saved lives. I feel like I really made a difference.”

— UWUA Region I National Representative, Reggie Davis

When UWUA President Mike Langford contacted local union presidents Mike Esposito, Dasher Zsomboran and Dave Quattrone to recruit skilled volunteers to join the delegation of first responders, they stepped up and delivered.

UWUA Region I National Representative Reggie Davis followed the members to Puerto Rico in a show of solidarity

and worked to deliver food, water and medical supplies to residents.

“I’m proud of our members for stepping up and responding to the emergency,” said Langford. “This is what we do every day; repair, repower and rebuild American communities. UWUA members get the job done!”



On their way to Puerto Rico: Local 423 members Adolfo Archila, left, and Peter Gualtieri, center, with Region I National Rep., Reggie Davis.



AFL-CIO Secretary-Treasurer, Liz Schuler, center, with first responders and skilled volunteers — including utility workers, nurses, doctors, electricians, engineers, carpenters and truck drivers — who traveled to Puerto Rico to help with relief and rebuilding efforts.



After Local 1-2 members restored power in Old San Juan, Puerto Rico, President Bill Clinton, who was visiting the island, thanked Wayne Chase, chief lineman, Queens Overhead.

Puerto Rico Emergency

Reggie Davis speaks

Reggie shares some thoughts about a trip he says changed his life.

“People need to know that the situation is much worse than what we see on TV. On TV, you see San Juan, that’s the tourist area with all the hotels. They are functioning there. You have to go up into the mountains, where the people who work in those hotels live, and it’s decimated. I don’t think some of those areas are going to come back any time soon.

“We had four volunteers from the water local there. Initially I went to give them support from the National Union. But when I got down there, it was all hands on deck. They didn’t care if I was a senior national rep, president of a local, or a meter reader. You were a warm body and they needed help. From the time I landed on the ground I was packed up with a crew and sent out. I was with nurses and doctors and got to see some of the harshest conditions. We were not only able to give out food

and water; we distributed medicine, treated people, and transported them to the hospital. We saved lives. I feel like I really made a difference.

“As someone who worked in the field, I know that our systems are old and falling apart. We do a lot of Band-Aid work. What’s keeping the system going are the skilled men and women out there working. If it weren’t for them, we’d be in bad shape. If we don’t invest in our infrastructure, there’s going to come a point where even our skilled members are not going to be able to help us.

“You think about these corporate CEOs who get paid all of this money, but when a natural disaster strikes, who’s more valuable to the public, that \$20 million CEO who’s sitting up in his penthouse on Park Ave., or is it that \$75,000 worker who is in the field putting the lights back on so that people in the hospital can get care, so that children can go to school, so that you can have running water? Who is more valuable?



Local 1-2 members get the job done in Puerto Rico.

“When I think about how messed up our priorities are in this country, it’s sad. We have penny-pinching CEOs who will sacrifice health care for the bottom line. They are playing with fire. I’m not just talking about infrastructure, I’m talking about health care, global warming, it’s all coming home to roost. We have to stop and realign our priorities in this country and this world. If we don’t do that we are lost.”

What did you learn at the Power for America Conference that you will take back to your local and share with your union brothers and sisters?



Brooke Lauber

Treasurer and Chief Steward
Local 129

“The biggest thing is that we are all united, we’re brothers and sisters that have the same struggles and the same triumphs. What we might struggle with at my local, another local might have a solution that we can take back and put into place with our local.

I’m more educated now. I learned different processes for grievance handling, how we can be more involved with our community, doing what we can to make sure we are visible and show people what the Utility Workers Union is all about.”



Tyrone Williams

Steward, Trustee
Local 601

“The P4A Conference opened my eyes to a lot of things. I saw real camaraderie. I learned that we have to stick together. If you have a problem, instead of complaining, talk to your union representative. We have your back. We are trying to keep bodies on the job at a fair and reasonable rate of pay to make a decent living, to have good benefits. We all need to stick together so we won’t have our jobs outsourced or taken over by technology.”



Chad Smith

President
Local 127

“I learned how to engage people better, to get my members more involved, and help them be able to engage others. We are going to be more prepared as we deal with the issues. If rumors surface at work, we will be able to dispel those really fast. People are going to want to be a part of what we are trying to accomplish.”



Frank Hawk

Vice President
Local 262

“The knowledge I gained at the P4A Conference is going to help dramatically as we begin negotiations for one of our contracts. One of the things I learned at the conference is that we still hold a lot of power and we do not need to shy away from that. That knowledge is going to be truly helpful in making the lives of my brothers and sisters back home better. One workshop showed us how to shift the power in our favor by recognizing little things that happen across the bargaining table that, now that I know how to take advantage of them, will have a huge impact in the end.”



Ray Madrid

Delegate
Local 283

“P4A gave me an understanding of the struggles the UWUA has had from the past to the present day and how we stand as one union to make a safe and pleasurable workplace for today and going into the future.”



Chauffe Schirmer

Financial Secretary-Treasurer
Local 127

“When we have issues or concerns at my local, I will be able to tap into the connections I made with other locals, officers, and leaders in our industries. I also learned about the next phase of technology that will keep our generation plants and transmission lines on the cutting edge, enabling us to stay relevant well into the future, beyond what we may currently think our careers could be.”



Nick Hedge

Shop Steward
Local 609

“One thing I am going to take out of this is a lot of good connections and resources. You can build the strength of your local by reaching out to the community. The relationships you build with individuals, other utility locals, and other unions help increase our power. Getting involved in local politics can also build the power of your local.”

Utility Workers Local 127 Fi

A large, rural state known for beautiful landscapes and abundant wildlife, Wyoming is also the heart of energy country, with vast coal reserves from the Powder River Basin to the Red Desert driving energy production in power plants across the country, and oil and gas fields throughout the state. This energy sector powers the regional economy by providing tens of thousands of jobs, both directly and indirectly, in a financial landscape that is otherwise dependent on ranching and tourism.

Coal politics

Because of this, Wyoming has come to occupy a central role in the politics of the coal industry over the last few months. That national prominence led UWUA Local 127 Financial Secretary-Treasurer, Chauffe Schirmer, to take time out of her busy life and travel to Washington, D.C. in November to meet with two of Wyoming's highest elected officials, Senator John Barrasso, and Senator Mike Enzi. Advocating on behalf of her local's membership, whose jobs and communities rely on an economically viable future for coal, Chauffe put a real face on a regional economy that people in other parts of the country only know about in the abstract.

Spread out across the state, Local 127 members work in three coal-fired generating stations in Wyoming: the Jim Bridger facility in Point of Rocks, the Dave Johnston plant in Glenrock, and the Wyodak plant in Gillette. Additionally, 127 members work in small towns and rural areas across Wyoming, doing line work to repair and maintain the grid state-wide making the local one of the best sources of high-quality jobs throughout the Cowboy State.

The UWUA has long supported

“For us, coal has been the family business, the business that holds our community together. And I’m proud of Local 127 for its long history of fighting for these high-quality jobs, a legacy that could remain for generations.”

— Local 127 Financial Secretary-Treasurer, Chauffe Schirmer



Chauffe Schirmer, financial secretary-treasurer, Local 127, recently met with Wyoming Senator John Barrasso.

technology designed to reduce carbon dioxide emissions from industrial sources including both coal and gas-fired power plants, as well as heavy industrial sources such as ethanol production, steel mills, and cement manufacturing, for example. As such, the National Union has been a leading labor voice for the FUTURE Act – bipartisan legislation aimed at giving a tax credit to companies that successfully capture carbon dioxide emissions and then quarantine those emissions by piping them into the ground, either for

the purpose of extracting oil and gas from otherwise non-producing fields, or simply to store it away.

Carbon capture's worth

Either way, these emissions are prevented from entering the atmosphere and the carbon math shows a net positive environmental effect, as evidenced by support for the concept from national environmental organizations such as the Natural Resources Defense Council (NRDC) and the Clean Air Task Force (CATF).

ghts for the FUTURE of Coal

Speaking about her personal meeting with Senator Barrasso, Chauffe said “I felt like the Senator really understood the importance of our jobs in the plants and out on the lines to the communities where we live. Without the high-quality jobs that our union has fought for, the economy in these rural areas simply would not work. Our wages, and the plants’ taxes support schools, local first responders, and small businesses all over Wyoming. The Senator knows that, and he committed to fighting for our industry and for our jobs.”

Caught up in the ongoing national debate over broad tax reform, news broke just prior to Chauffe’s arrival in DC that the tax credit for carbon capture described by the FUTURE Act would be pulled out of the larger bill and put onto a parallel track, along with several other energy measures supporting advanced nuclear power, liquid bio-fuels, and a variety of smaller, renewable energy sources.

With the commitment of senior Republican leadership in the Senate to move this separate tax package to a vote near the end of the year, the initiative is picking up speed. As a senior member of the Senate committee debating the larger tax measure, Senator Mike Enzi’s office also voiced strong support for the carbon capture tax incentive, and vowed to aggressively push it forward along with the other energy tax initiatives.



Jim Bridger Power Plant, Rock Springs, WY, one of three coal-fired plants where Local 127 members work. (Photo: Jim Wark – Airphoto)

In a state like Wyoming with oil and gas fields that perpetually move through boom and bust cycles, the prospect of carbon capture technology to make a brighter future for power plants also translates into jobs in those industries as well. With many oil and gas producers going through layoffs across the state due to higher extraction costs and depressed energy market prices, the prospect of using carbon dioxide to change the economics of energy extraction would also mean thousands of Wyoming residents having the potential to return to work on the rigs – all while putting more carbon in the ground than they are taking out.

Potential game changer

Further, for coal-fired power plants coping with ever-shifting economics, the ability to either sell carbon emissions to

industrial users or receive a tax credit for putting them in the ground is a potential game changer.

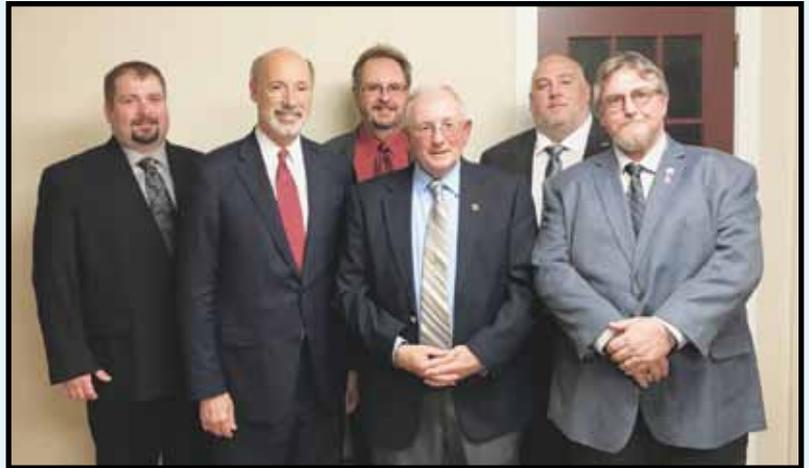
For Wyoming, traditional energy production has long been a way of life, one that communities hope to continue for many years. Reflecting on this, Chauffe said, “I work in the Bridger plant along with my brother, and our parents retired from the plant. For us, coal has been the family business, the business that holds our community together. And I’m proud of Local 127 for its long history of fighting for these high-quality jobs, a legacy that could remain for generations.”

With ever-advancing technology, forward-thinking political leadership, and the support of committed workers and communities, there’s no reason why that shouldn’t continue to be the case for many years to come – in Wyoming, and across the country.

PA Gov. Wolf Meets with UWUA Leaders

“Our core focus in the meeting was to inform the governor about the various issues we are all facing across the utility industry – electric, natural gas, water, waste water. The topics we covered included the failing infrastructure, power plant closures, and gaining recognition as first responders for utility workers. He was very receptive to our issues and concerns. The ability to sit down and have a meaningful discussion about the issues affecting our members with the governor is very important,” said Travis Beck, President, System Local 102.

Swenglish added, “Governor Wolf is our final backstop to stop right-to-work, paycheck deception, and other anti-worker legislation. The Pennsylvania Senate and House are both Republican and they want to bury us just like in Michigan, Indiana and other states.”



Pennsylvania Governor Tom Wolf recently met with UWUA leaders, left to right: President, System Local 102, Travis Beck; Governor Wolf; Nat. Rep. Rich Cosselli; Nat. Rep. Bernie LaBelle; President, Local 433, Joe Swenglish; and Nat. Safety Dir. John MacNeill.

Local 164 Members Secure Good Contract in Westmoreland County, PA

Local 164 members at the Municipal Authority of Westmoreland County, PA, ratified a new five-year agreement on November 14, 2017. Local 164 is comprised of 250 members working in the water and wastewater industry in the southwestern region of Pennsylvania.

For the first time since its formation in 1942, local members rejected the first tentative agreement due to management’s insistence on a number of work rule changes that “stuck in the members’ craw,” according to Local 164 President Jerry Sachs.

After going back to the bargaining table, “They backed-pedaled on some of the work rule changes and we were able to get a 20% increase in employer contributions to the pension, which was nice because we all want to get to retirement and have some money in our pocket. We also improved the sick plan, and increased the dental insurance limit by \$500.”

As far as economic issues, Sachs says, “We always fight to the end to try and get every nickel we can, and I know every local in the Utility Workers does that. In the end we secured a wage increase of approximately 13% over five years. We were happy with that.”

The improved contract was overwhelmingly ratified by the membership.

Federal Judge Rules in Favor of Local 341, Rejects Unitil Corp. Challenge to Arbitrator’s Decision

A judge in Maine recently rejected a lawsuit brought by Unitil Corp. to overturn an arbitrator’s decision in favor of a Local 341 grievance.

Writing, among other things, “The Court views Unitil’s contentions in this lawsuit as skirting the very edge of frivolousness,” U.S. District Court Judge John Woodcock dismissed the company’s claims on November 2, 2017.

The case goes back to 2015, when the local filed a number of grievances after the gas company hired contractors to perform bargaining unit work. In 2016, the arbitrator ruled that the company violated the Collective Bargaining Agreement, “By using temporary, non-bargaining unit employees on a regular and continuing basis to perform construction inspections.”

Unitil challenged the arbitrator’s ruling, arguing that, because the local used the term “contractors” in its grievances and demand for arbitration, and the arbitrator used the term “temporary, non-bargaining unit employees” in her decision, the arbitrator exceeded her authority in ruling in favor of the union.

“We’re a 40-person union and Unitil is a \$750 million company,” says Local 341 President Jason Hunnewell, continuing, “I’m glad the judge decided in our favor because it seemed really unnecessary, and counter-productive, for the company to challenge the decision on such grounds.”

Local 341 members distribute natural gas to Unitil customers in New Hampshire, Massachusetts, and Maine.

Utility Workers Support Continued BLM Practices for Resource Extraction Leases

As a part of the Utility Workers' ongoing support for a common-sense approach to energy policy issues, the UWUA recently joined with labor and environmental partners at the BlueGreen Alliance in calling for a continuation of reasonable best practices for critical aspects of the Bureau of Land Management's (BLM) onshore oil and gas leasing program. As many UWUA members are active users of public land - they hunt, fish, hike, camp, and more - they know that practices already exist to help ensure the responsible development of publicly owned energy resources and protection of public lands for access and recreation, practices that should be continued into the future.

Because the leasing of oil and gas must be balanced with protection of other important resources within federal lands, the UWUA supports several common-sense measures designed to enhance public and stakeholder participation and reduce conflicts over oil and gas decisions. These include easier public access for engagement in proposed leasing decisions; incorporating local stakeholders into a process for mapping areas that are appropriate for development; requiring consultation with local and state officials prior to leasing; standardizing compliance procedures with federal environmental review requirements; requiring the public, online posting of maps and data for proposed leases; and requiring the BLM to resolve disputes against proposed leases prior to making final lease sales.

These practices, launched by the BLM in 2010 are now standard operating procedures and the public has come to expect and rely upon the additional engagement opportunities and information available. This has resulted in more informed leasing decisions that better reflect on-the-ground conditions and respond directly to information and concerns provided by local officials, private property owners, state and federal agencies, conservation groups and the broader public.

The old way of doing things - litigation, delays and controversy due to non-transparent decision-making benefited no one outside of the legal profession. Engaging with local stakeholders and conducting lease decision-making in a public, transparent manner is far more fair and preferable for everyone involved.

AFL-CIO Convention:

UWUA In the House!



Every four years, the AFL-CIO holds a convention to democratically elect officers and set a course for the next four years for the nation's labor movement. At this year's convention, held October 22-25, in St. Louis, MO, UWUA President Mike Langford's presence was felt in a number of ways as a member of the federation's Executive Council. Above, Region 1 National Rep., Reggie Davis spoke twice to delegates: about his trip to Puerto Rico as part of the rebuilding efforts there, and in favor of Resolution 1: Workers' Bill of Rights. Sharon Griffith, from Local 1-2, is a member of the UWUA's Young Workers Initiative Committee. She spoke in favor of Resolution 3: Engaging Our Members to Build Strong Unions.

UWUA Welcomes Construction Council 175 Into the Family

In November, Construction Council 175 signed an agreement to affiliate with the UWUA, becoming the newest National Union affiliate. The Council represents members who perform all

types of construction work, including restoration work for utility companies such as Consolidated Edison (Con-Ed) and National Grid.

"We want to welcome Construction Council 175 Business Manager Charlie Priolo, President Gus Seminatore, and all of their members into the UWUA," said James Slevin, president of Local 1-2, whose members overwhelmingly work for Con Ed in New York City and Westchester County. "We are very much looking forward to this new venture as this affiliation gives the UWUA the tools to expand our work in the util-

ity as well as the AFL-CIO construction industry."

"Many of our members do the final restoration work for the utility companies and our affiliation with the UWUA will now allow all of the work that goes into utility maintenance to be done by members of the same national union. Our new affiliation will be a win-win for both Construction Council 175 and the UWUA," said Business Manager Priolo.

Founded in 2005, Construction Council 175's membership fluctuates between 300-500 members depending on the season and the timeliness of contract awards.

P4A Conference

450 Members Gather to Learn, Exchange Information,



Michigan State Utility Workers Council members turned out in force for the P4A Conference.

The UWUA's third Power for America Conference was the most successful yet, bringing together more than 450 members, October 18-20 in Las Vegas, NV, for three jam-packed days of education to build union power.

The popularity of the conference is another example of how the UWUA continues to energize its members and their supporters around the theme: Reclaim, Retrain, Repower, and Repair America!

"Let's take charge of our future by making sure we have the right skills and best tools to move forward as we navigate through the minefields we confront every day," UWUA President Mike Langford told participants in his opening remarks. "Take the information you learn here back to your locals. P4A trainings can happen anywhere in the country. Talk to your employers about joining our

Power for America training programs. Your co-workers will be the best of the best because we are doing the training."

We've got each other's backs

The conference took place just two short weeks after the Las Vegas mass shooting that left 58 people dead and 546 injured, the nation's deadliest. Nevada AFL-CIO Executive Secretary-Treasurer, Rusty McCallister highlighted the role unionized workers played in responding to the disaster – police dispatchers, first responders, healthcare workers, hotel workers and more – in his welcoming remarks. "Union workers carried our city through that first night, and up until today," he said. "We showed that, when the chips are down, we've all got each other's backs."

Though somber, that message set a serious tone for the three-day conference that involved some amazing guest

a Huge Success!

Strengthen Relationships and Build Union Power!



speakers, panels, presentations, and 15 workshops that included industry break-outs, contract negotiations, grievance handling, labor history, political action, and more.

Each of the three national committees – Human Rights, Young Workers, and the Women’s Caucus – played an active role, too.

The success of the P4A conference is proof that the UWUA is committed to providing solutions to the challenges facing the utility industry, and the country, and ensuring its members continue to be the safest, most productive, highest skilled workers in the world.

The success of the P4A conference is proof that the UWUA is committed to providing solutions to the challenges facing the utility industry, and the country, and ensuring its members continue to be the safest, most productive, highest skilled workers in the world.

**RECLAIM, RETRAIN, REPOWER
REPAIR AMERICA**



The Water Industry Break-Out session was led by MSUWC Safety Culture Team, left to right: Nate Waters, Local 105; Jim Wade, Consumers Energy management; Dan Pfeffer, Local 388. Not pictured, Doug Hill, Local 129.

Keynote speaker, Mary-Frances Winters, author of the recently published book, "We Can't Talk About That At Work!: How to Talk About Race, Religion, and Other Polarizing Topics."

Andrew Villareal, UMAP graduate, Local 105.

Canadian Union of Skilled Workers Welcomed as Special Guests at P4A



UWUA members attending the Power for America Conference in Las Vegas welcomed officers of the Canadian Union of Skilled Workers. The CUSW is a rank-and-file led, independent union representing electricians in utility and construction industries across Canada.

Founded in 1999, the CUSW represents approximately 2,300 skilled electricians in Ontario, British Columbia, and in other

Canadian provinces. Some of the major employers organized by CUSW include Bruce Power, Hydro One, and Ontario Power Generation.

Pictured here are, left to right: Jason Baptista, CUSW Education and Training Trust representative; Tom MacClean, CUSW vice president for Growth and Opportunities; Geoff Denstedt, CUSW president; and Joe Mulhall, immediate past president and founding member of CUSW.



The Women's Caucus' "Women in Non-Traditional Jobs – to Women in Power" panel, left to right: Ursula Grant, Women's Caucus co-chair, Local 1-2; Sophia Jaso, Local 132; Kristen Baldwin, MSUWC; Jodi Duffield, MSUWC; Valerie King, (standing) Women's Caucus co-chair, Local 601; Jessi Trierweiler, MSUWC; Juanita Ray, Local 223; Chante Welch, Local 132; and Alicia Dennis, former Women's Director of Local 223, currently the AFL-CIO Labor Liaison for the United Way.



Cristobal Rangel, UMAP graduate, Local 18007.



Maria Elena Durazo, general vice president, UNITE HERE, at the "Why Unions Need to be Politically Active" panel.



The Power of Union-Led Training

There is no denying the power of union-led training. P4A's success, as measured by the number of members trained as of September 30 this year:

- P4A has trained 3,484 UWUA members at six P4A employers
- By the end of the year that number is expected to hit 5,000, roughly 10% of the UWUA membership, and twice the number trained over the past three years
- UWUA members logged 149,489 hours in training with P4A instructors
- Approximately 50,000 of those hours have been in safety training.

These numbers reflect the UWUA's commitment to providing quality training for its members.

P4A training emphasizes health, safety and environmental (HS&E) topics across the gas, water and electric industries. Trainings provide workers the information needed to conduct work safely. Every training starts with a safety tailboard with the students and instructors. P4A instructors work with company and union safety representatives to ensure industry best practices.

Companies such as Consumers Energy, Peoples Gas, Utility

"We are always looking for new companies to join P4A. It has its challenges but once P4A begins providing the training, the membership and the company will ask why they didn't do this earlier. Union led training produces highly trained members and allows the union to grow."

— Jonathan Harmon, executive director, Power for America



Lines, American Water, and Aqua Ohio deserve credit for realizing that P4A's union-led training is superior to the trainings they offered in the past.

From meter reading to welders, laborers to appliance technicians, P4A training provides members with the knowledge and skills necessary to perform their work safely and efficiently.



Clint Carson, chair, Human Rights Advisory Committee, center; Craig Pinkham, president, Local 369; UWUA President Mike Langford.



Key Filing Compliance Requirements



Michael Coleman
Secretary-Treasurer

While this article on compliance and financial reporting may seem a bit redundant — it is necessary. Our goal is to continue providing guidance and/or support to help improve the reporting compliance of our affiliated locals and councils. In 2017, we met with many new financial officers and local leaders at the educational conferences. These smaller venues provided the opportunity for more informal one-on-one training. In October, we provided financial training at the Power 4 America Conference (P4A). Whether in smaller, member-to-member settings, or in larger groups like a regional conference, our organization is committed to assisting and reinforcing the importance of regulatory compliance and the protection of UWUA funds and assets.

One vehicle to assist in compliance and training is the U.S. Department of Labor (DOL). The UWUA continues to work with the DOL through the Voluntary Compliance Partnership Program to assist our affiliates' compliance with the Office of Labor Management Standards (OLMS). In September, we met with DOL representatives to review several of the Voluntary Compliance Program objectives, including the following: 1) continued partnership in the program; 2) successful transition to the new mandatory electronic filing requirements; 3) bonding requirements; 4) review of all affiliate's compliance; and, 5) utilization of OLMS resources to assist the UWUA financial training efforts. (DOL representatives provided financial training at the P4A Conference).

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



DOL filing requirements

What form do you file?

Depending on size of organizations' 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 Form 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 and does 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.

IRS filing requirements

What form do you file?

Depending on the size of a 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, and for organizations that have a calendar year end of December 31, the **Form 990, 990-EZ, or 990-N** is due **May 15th** (4 and ½ months after year end).

Organizations can apply for a 1st extension which will extend the time to **August 15th** (7 and ½ months after year end) and for 1 additional extension which will extend the time to **November 15th** (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 automatically 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.**

Our National Funds Deliver!



Steven VanSlooten
Executive Vice President

Recent collective bargaining victories by two UWUA locals will soon bring lower-cost benefit coverage to members. Local 197 members in Coos Bay, Oregon, who work for PacifiCorp, and Local 369 members in North Weymouth, Massachusetts, working for Calpine, took advantage of the UWUA's National Health & Welfare Trust Fund (NH&WTF) to win benefit improvements.

They join the more than 7,500 union members and beneficiaries coast-to-coast who are already receiving healthcare, vision, dental, life, and other insurance benefits through our multi-employer benefit fund.

Eligible staff employed by our Power for America Training Trust Fund are the third new group to receive benefits through the NH&WTF.

By pooling resources and spreading costs among many employers and participants, we are able to realize cost efficiencies that allow for securing the best insurance rates possible to protect our members and their dependents.

Important bargaining tool

The importance of the NH&WTF to UWUA members in contract negotiations cannot be emphasized enough. It is a tool for use at the bargaining table that should not be left in your toolbox.

Don't accept that the plan offered by your employer is the only thing available to you, without comparing it to benefits offered through the NH&WTF.

I encourage the use of our National Health & Welfare Trust Fund to either leverage companies to reduce costs or secure benefits at a better price.

Our Power for America Training Trust Fund is also delivering. As reported in this issue of *The Utility Worker*, the P4A Third National Conference was a hit. I was appointed by President Langford to be the National Officer overseeing P4A operations. I was very impressed with the enthusiasm, commitment, and involvement of the hundreds of members at the conference.

Expectations for the success of the event were more than realized. Our efforts to ensure that our members remain the safest, most productive, highest skilled workers are really paying off.

Thousands of incumbent and new members have graduated from P4A's vigorous training programs, and hundreds more are in the pipeline. We are proud of what we have been able to accomplish since P4A's founding at our 28th Constitutional Convention. Never resting on our laurels, we are making ambitious plans for the future. The P4A Training Trust will continue to blaze a trail to the future for the UWUA, our members, and our signatory employers.

"I encourage the use of our National Health & Welfare Trust Fund to either leverage companies to reduce costs or secure benefits at a better price."

Building the pathway to careers

In 2018, P4A will be launching another important phase of our work – building a pathway to a career in the utility industry for high school students. Starting in January, we will begin a pilot program in partnership with Local 18007 and Peoples Gas in Chicago to introduce high school students to utility careers and teach them the skills they will need to succeed in our industries.

As part of the training, students will spend time with P4A instructors, who are retired UWUA members, learning hands-on skills that are not available in vocational programs at their schools.

Our message to the students, and their prospective employers, is simple – the union is ready, willing, and able to provide the necessary training to bring qualified people into the workforce and ensure our young men and women are prepared to run the utilities of the future. By so doing, we will also be building UWUA power!

Chicago will be the first such program for us and we are making plans to provide high school students in other cities and states with opportunities for training.

This new training program will build on the successes of our Utility Workers Military Assistance Program (UMAP), the OSHA Susan Harwood safety program, our Systems of Safety training, and the many other successful training opportunities now under the ever-expanding P4A umbrella.

The National Health & Welfare Trust Fund and the Power for America Training Trust Fund are two of the many reasons for our success as a union in securing a better future for our members and their families.

GOP Tax Plan: A Disaster for Working Class and the Country!



John Duffy
National Vice President

While my last report covered this same subject, most of the detail of the Republican tax plan had not yet come to light. Since that time, both the House and the Senate passed the legislation and will now be working to reconcile the differences between the two tax plans. As I pointed out in my previous report, the GOP plan dramatically reduces the corporate tax rate from 35% to 20%. This is in keeping with the worn out and failed Republican playbook of trickle-down economics; give more to those that don't need it, and somehow some of it will trickle down to those that do.

Tax giveaways do not create jobs or raise wages

While proponents of the bill were originally peddling the idea that this giveaway will create jobs, they added wage increases to the snake oil they are selling. No corporation on the face of the earth will hire additional workers unless there is increased demand for their product. The same holds true for wages. Increased demand for products will create jobs, lower the unemployment rate, and that lower unemployment rate will cause the employer to pay their workers more in order not to lose them to a competitor. But without a tight job market, employers will continue to tell their workers, "You're lucky to have a job." So simply throwing money at U.S. corporations that are already sitting on mountains of cash will neither create jobs nor raise wages.

This was recently backed up by a meeting of CEOs called for by the *Wall Street Journal*. At the meeting, with President Trump's chief economic advisor, Gary Cohn, (former President of Goldman Sachs) sitting on the stage, those CEOs were asked to raise their hands if they intended to increase capital investments if the tax bill was to become law. Only a few out of the roughly 30 CEOs in attendance raised their hands. The obvious lack of response by those CEOs prompted an embarrassed Cohn to ask, "Why aren't the other hands up?"

Of course as trade unionists we know the one exception to these market forces is collective bargaining. Through collective bargaining we demand compensation commensurate with the company profits created by our labor. Unfortunately, workers not covered by a collective bargaining agreement will continue to be treated as just a commodity.

Another big giveaway to the rich in these tax bills are the changes to the estate tax. The Senate bill doubles the estate tax exemption to \$11 million for individuals and \$22 million for couples. According to the non-partisan Tax Policy Center,

sons and daughters of millionaires would collectively receive hundreds of billions of new tax cuts over the next two decades. According to a study by the Center of Budget Priorities, only .002% of all estates pay any estate tax. There is no estate tax on money left by 98.8% of Americans, only those of multi-millionaires.

So what does the working class get in this tax plan? The House bill, for its part, would hit those earning \$19,050 and under with a tax rate increase from 10% to 12%. Earnings from \$19,050 to \$77,400 will see a reduced rate from 15% to 12%. Earnings from \$77,400 to \$156,150 will see no reduction in the current rate of 25%. Earnings between \$156,150 - \$237,950 would see a reduction from 28% to 25%. There are also reductions in rates above this level, including the top rate.

"With the huge reduction in the corporate rate, and the elimination of the estate tax, it's hard to see how this bill is all about helping the middle class, as proponents claim."

Middle class on the hook, again

So with the huge reduction in the corporate rate, and the elimination of the estate tax, it's hard to see how the House and Senate bills are all about helping the middle class, as proponents claim. But what really blows that claim out of the water is the fact that the Senate version eliminates those cuts for the middle class in 2025, and the massive cut in the corporate rate, and the changes to the estate tax, will be permanent.

To make matters worse, the House bill would eliminate deductions for large medical expenses. And the Senate's version would eliminate most of the deductions for state and local taxes, permanently!

To pay for this outrageous giveaway to those at the top, when all is said and done, the middle class will wind up paying more, while funding shortfalls for Medicare and Social Security are not addressed in both the House and Senate plans.

Upon passage of the tax bill on November 16, House Speaker Paul Ryan said, "Passing this bill is the single biggest thing we can do to grow the economy, restore opportunity and help these middle-income families that are struggling."

And President Trump tweeted: "Congratulations to the House of Representatives for passing the #TaxCutsandJobsAct — a big step toward fulfilling our promise to deliver historic TAX CUTS for the American people by the end of the year!"

With the very rich being the greatest beneficiaries, "Bait and Switch" would be the most accurate way to describe this tax scheme!



We are the Safest, Most Productive, Highest Skilled Workers



UWUA Local 1-2's Construction Services Group gets the job done! Pictured here are, left to right, Cindy Torres, Renee Guitierrez, Terry McKeon, Charlie Matsis, Shop Steward Anthony Fernandez, James Galaviano, Shop Steward Richard Brass, Machiavelli Eliazer, and Trent Hunter.

While on my visit to a Local 1-2 System of Safety class at the Con Ed Learning Center in Queens, NY, I stopped at a work site and observed the members of Local 1-2's Construction Services Group working on a new gas transmis-

sion project in the streets of Astoria Queens. Our brothers and sisters had the job site in these difficult city conditions set up safely and securely, not just for themselves, but also for the public. I observed them working, following all rules and regulations, and communi-

cating with each other like a well-oiled machine. They are rebuilding the city's infrastructure in a safe and professional way — once again showing that we are the safest, most productive, highest skilled workers in the world.



Announcing

The 2019 Utility Workers Union of America Scholarship Program



For high school juniors who will be completing or leaving high school and entering college in the fall of 2019.

This scholarship program was established by Utility Workers Union of America, AFL-CIO for the children of employees of active UWUA members.

To enter your child into the 2019 Utility Workers Union of America Scholarship Program (**for students who will complete high school and enter college in 2019**), use the link below and complete the following steps in the Entry Form process:

STEP 1:

Read the scholarship program brochure in its entirety (confirm that you have read and understand the program procedures by marking the check box at the bottom of the page).

STEP 2:

Confirm that your child meets all participation requirements for the 2019 competition by marking the appropriate check boxes.

STEP 3:

Complete the online 2019 Utility Workers Union of America Scholarship Program Entry Form.

STEP 4:

Review the Entry Form for completeness and accuracy, read the Submission Agreement and submit your child's Entry Form for the 2019 competition.

STEP 5:

Print and retain a copy of the "Submission Confirmation" for your records.

We wish your child the best as he/she participates in the 2019 Utility Workers Union of America Scholarship Program.

USE THE LINK BELOW TO BEGIN THE 2019 ENTRY FORM PROCESS

<https://programentry.nationalmerit.org/NRJCBSCT>



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www.unionsportsmen.org/carhartt

Must be an AFL-CIO member or Union Sportsmen's Alliance member to qualify. DEADLINE: January 31, 2018.

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

Irene Amin
Richard Bartash
Selwyn Belgrave
Hector Bellido
William Bolling
Stephen Brown
Charles Calderon
Steven Darnley
William Gaffney
Conrad Geher
William Goff
Bartholomew Iachetta
Albert Irizarry
Stephen Jackson
John Kerins
Michael Kocaj
Philip Labianca
Wayne Laurenzano
Daniel Martinez
Beautelle McConney
Kevin McCusker
Robert Milano
Joann Morabito
Jacob Pieters
Leopard Philogene
John Raparelli
Anthony Regalbuto

Local 1-2 cont'd

John Rhein
Pedro Rosario
George Ryf
Ralph Sanfelice
Dennis Scurto
Walter Sumprer
Michael Thompson
William Walker
Michael White
Carl Williams

Local 101

Lawrence Bromley
Dave McCarrell
Brian Peace
John Taraskiewicz

Local 102-H

Gregory W. Barnickel

Local 106

John P. McLaughlin

Local 107

Ron Bartz
Alex Collis
Jim Ebenstein

Local 107 cont'd

Gary Helgeson
Charles Kroll
John Legard
David Place
Rex Rudowski
John Schneider
Eric Trombley
JC Whitfield

Local 123

Larry L. Kramer

Local 127

Mike Howe
Kirk Klingler
Ted Remus

Local 144

Elaine A. Majchrzak
Paul M. Patteen

Local 164

Mike Bilik
Mark Emanuele
John Kozubal
Nicholas Mallas
John Mansour

Local 164 cont'd

Ronald Olexa

Local 175

Ernest G. Potts
Kenneth R. Williams

Local 223

Keith Anderson
Charlotte Boyce
Alvin Brian
Guy Cathey
William Chesney
Brian Currie
Joe Dams
Sidney Davis
Don DeKimp
Mark Dickey
Kevin Dolin
Tim Eaton
David Ehred
Mike Engel
Daniel E. Fournier
Pete Galambus III
Daniel E. Hardison
Jefferson Hodges
Brian Horn
Dale Kaska
Henry Krolikowski
Edna Labell
Doug Landschoot
Robert Lippus
Larry Magnotte
Donald Marson
Thomas McCabe
Dan Meyers
Surjit Multani
Lee Neal
Tim Neboyskey
Dale Olinzock
Christopher Ordo
Scott Parker
Ron Philips
Gregory Pilarski
David Popp
Art Rodriguez
Michael Slack
Craig Smith
Darrell Smith
Rowena Smith
William Smith
William Snoh
Donald Starlin
Jim Turner
Robert Urbats
Daderriel Warren

Local 223 cont'd

Roger Weiss Jr.
Carolyn Winn
Ennis Woods
Linda Yassine
Monica Yezbick
Gary Zalewski

Local 257

Jimmie D. Bush
Robert A. Edwards

Local 369

Bruce Burnett
Mary Carey
James Condry
Suellen Curtis
Joseph DiCarlo
Thomas Donohue
Steven Doucette
John McLaughlin
Paul Mahoney
Robert Martin
Philip Morin
William Norton
Nilda Ocasio
Lebon Pinto
Ronald Smith
Stephen Spillane
Sally Stupak
Patricia Underwood

Local 375

Alice Brinson
Roberta Rivera

Local 423

Anthony Byers
Edward Fol
Harry Hill
David Upshaw

Local 478

Thomas A. Briggs
Thomas M. Valerio

Local 522

Toby Gillard
Raul Martinez

Local 534

James Dombrowski
Kari Gallagher
Gary Garafano
Joe Olechowski



Robert Texiere Retires

UWUA Local 384 member Robert Texiere has retired after over 40 years of service at the Aquarion Water Company in Cos Cob, CT. He began his career in February of 1977 and performed many jobs in Utility Operations, such as Backhoe Operator, Senior Utility Worker and most recently Team Leader, which he was promoted to in 2011. He had also served as Union Vice President during his stellar career. He's pictured here with Local 384 President Edward Reppucci.

★

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