

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

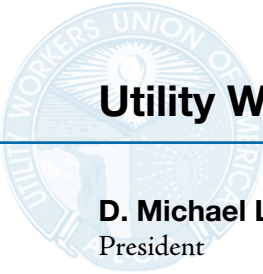


# 30<sup>th</sup> UWUA Constitutional Convention

RECLAIM, RETRAIN, REPOWER  
**REPAIRAMERICA**

*Officers Report*

July 22-25, 2015  
Hollywood, Florida



# Utility Workers Union of America, AFL-CIO

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**D. Michael Langford**  
President

**John Duffy**  
Vice President

**Steven VanSlooten**  
Executive Vice President

**Mike Coleman**  
Secretary-Treasurer

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# UWUUA

Utility Workers Union of America, AFL-CIO



## RECLAIM, RETRAIN, REPOWER REPAIRAMERICA

*Officers Report*

30th Constitutional Convention



## UWUA Staff



**D. Michael Langford**  
President



**Steven VanSlooten**  
Executive Vice President



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# Introduction

On behalf of the UWUA Officers and Executive Board, we welcome delegates and guests to our historic 30th Constitutional Convention. This year we come together with added purpose and resolve. As we celebrate our 70th anniversary, we know the struggle ahead to improve our lives, and those of our families, our communities, and our country, will not be easy.

The power of those who seek to take away what we, and the entire labor movement, have accomplished must be confronted. There is no union better positioned to do that than the UWUA. Our members deliver the essentials of life — water, gas, and electricity — to the American public. Our primary goal is to make things work better for our members. We also know that when things go well for utility workers, they also go well for everyone else. It's that simple.

Our coming together couldn't happen at a more important time. We are on the cusp of what will either be a revival of the values and beliefs that made our union, the middle class, and our country great, or the continued decay of our workplaces and the underdevelopment of our nation.

That's why we chose the theme for this year's historic convention. Now is the time to Reclaim, Retrain, Repower, and Repair America!

Over the next four days we will meet, discuss, and vote on the direction our union will take for the next four years. One thing is certain, as we enter our eighth decade, we are more unified than ever. That makes it possible to defend

the gains our members have made, win further improvements, and bring the benefits of union membership to more workers.

We are also at the decision-making table as never before, having our say in the communities we serve, in the state houses, and in the White House.

Through the hard work of our members, their locals, and the National Union, we are building the foundation for future utility workers to succeed.

The work of our union since the last convention is included in the pages of this Officers Report. You can see that we are more than holding our own against some

of the most powerful corporations in the world. We are on the front line of the battle to preserve good jobs and America's middle class. Our work helps determine the future course of our nation. When we succeed, everyone benefits.

We have said many times before; the UWUA of the 21st Century must be fundamentally different than the UWUA of the 20th Century. This is a changing world and we must reinvent our union with bold new strategies and initiatives. That's why we continually search for opportunities to engage more members, their families, and our retirees in the affairs of the union.

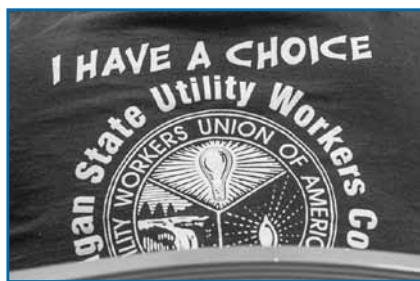
This year's convention will include a number of firsts that are designed to grow the power of our members and

our union. Our young members will be featured presenters. Every day, Young Workers Initiative Committee members will take center stage to present their successes in activating younger members and building community support for the labor movement.

There will also be a first-ever women's caucus. As women take on a greater role in our union and our industries, we will develop a road map to address

issues that impact women, encourage them to become active as members and officers, and engage women in the workplace.

Also new at this year's convention is the 2015 Utility



Worker Heroes Recognition. Utility workers are first responders, performing heroic acts. We will honor that.

In addition, the support work of our retired members will be featured at the convention. Workers may retire from their jobs, but they need never retire from the union!

Each of these additions to the convention are designed to increase our ability to fight for our members, improve their lives, and move our union forward to be better able to face the challenges of the future.

The founders of our union built a powerful, democratic organization. As we participate in our 30th Constitutional Convention, let's celebrate our history and chart a path to the future. Let's roll up our sleeves and get to work!

## “ORGANIZING IS OUR FUTURE!”



“Organizing is our Future” has been adopted and utilized in many organizing campaigns throughout the country. In today’s environment of anti-union employers and political attacks on unions and working families, the UWUA is working tirelessly in organizing and working on behalf of working families.

### Utility Industry

Prior to 1996, the utility industry was highly organized. In the electric and gas industries, more than 50% of all workers were unionized. The high

union density in the utility industry gave the UWUA the ability to negotiate high wages and benefits for all of our members.

Since 1996, deregulation, restructuring, and changes in the utility industry have lowered union density in the industry by more than 20%. Our strength at the bargaining table and our ability to pay for health care and higher utility rates have all come under attack.

In an effort to fight to protect our members, the UWUA initiated an innovative and aggressive organizing approach. Since the last Constitutional





Convention, the UWUA has intensified organizing efforts to establish union representation where workers have been denied this right, and has pursued affiliations with independent unions.

The UWUA targeted clerical, technical and professional employees who have traditionally not been organized, and began the process of educating them on the importance of a collective bargaining agreement and the importance of joining the UWUA, a professional organization. The UWUA has set up numerous meetings with our locals who represent call center workers,

electric workers, natural gas workers, water workers, sewer workers, nuclear workers, contractors, and public and private sector workers.

Since the last Constitutional Convention four years ago, the UWUA has brought in more than 3,000 new members.

### **Organizing Activities and Campaigns**

The UWUA, over the past four years, has committed its resources to many workers that have expressed interest in joining the UWUA. This has required a substantial investment in both economic resources and expertise because organizing campaigns are often painstaking and methodical, in that it could take months, sometimes years, before the efforts of a campaign take root. Even with sophisticated deployment, there is no guarantee that the efforts will be a success. That's because employers run anti-union campaigns, which range from making empty promises, to hiring union-busters, using fear and coercion, to using the broken legal system to delay elections and to drag their feet on first contract negotiations.

### **Organizing Utility Contractors**

Local 609 represents workers from six (6) different construction companies throughout the US: Northern Pipeline Construction Company, Grid One, Corix, Khafra, Deerpath (Scope Services) and J.D. Covely Inc.



## UWUA Executive Board



**Greg S. Adams**

*President  
Local 175*



**James W. Anderson**

*President  
Local 600*



**Nicholas J.  
Caracappa**

*President  
Local 393*



**Noel J. Christmas**

*President  
Local 601*

### ***Region I Organizing Activities***

UNITED WATER, DE  
Clerical  
Local 584

NORTHERN PIPELINE CONSTRUCTION  
COMPANY, MA  
Local 609

SOUTHERN CONNETICUT GAS, CT  
Dispatchers  
Local 470

TRAFFIC PLAN, NJ  
Local 409

J.D. COVELY, INC, NJ  
Local 609

EMERA, RI  
Local B310

NATIONAL GRID, MA  
Cable Company  
Local B330

EVERSOURCE (NSTAR), MA  
Local 369

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### ***Region II Organizing Activities***

LAKELAND ELECTRIC, FL  
Electric System Operators  
Local 604

PLEASANT HILLS BOROUGH, PA  
Local 433

ALLEGHENY COUNTY SANITARY AUTHORITY, PA  
Local 433

GRID ONE, PA  
Local 609



KHAFRA, PA  
Local 609

CORIX UTILITIES, PA  
Local 609

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**Region III**  
**Organizing Activities**

FIRST ENERGY HARRISON POWER PLANT, WV  
Local 304

*After years of a hard fought battle Local 304 was successful in getting a first contract negotiated.*

FIRST ENERGY, OH  
Collectors  
Local 118

THE POTOMAC EDISON COMPANY,  
PETERSBURG, WV  
Local 102

NORTHERN PIPELINE CONSTRUCTION  
COMPANY, TX  
Local 609

NORTHERN PIPELINE CONSTRUCTION  
COMPANY, OK  
Local 609

CANTON TOWNSHIP, OH  
Local 605

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**Region IV**  
**Organizing Activities**

ENTERGY, PALISADES, MI  
Technical Workers  
Local 150

DTE ENERGY, MI  
Call Center  
Local 223

BARTLETT NUCLEAR, INC, MI  
Local 223

UTILITY POLE TECHNOLOGIES, INC, IL  
Local 18007

HOLLAND BOARD OF PUBLIC WORKS, MI  
Local 610

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**Region V**  
**Organizing Activities**

MINORITY CONTRACTORS, CA  
Local 246

SOUTHERN CALIFORNIA GAS COMPANY, CA  
Local 132  
*Southern California Gas workers are organized under a unique joint certification between the UWUA and International Chemical/UFCW, permitting them to join a union.*

**Organizing Department/Volunteer  
Member Organizers**

The UWUA National Organizing Department consists of National UWUA Director of Organizing Bob Houser and National Organizer Larry Kelley.

Through the volunteer member organizing training, the UWUA trained the Young Workers Initiative Committee members to serve as the centerpiece of the UWUA's organizing strategy, by continuing to create a core of volunteer member organizers from local affiliates throughout the country. Volunteer member organizers are dispatched to various organizing drives within their region. The UWUA plans to continue to hold more training classes and expand its core organizers.



## UWUA Executive Board



**Patrick M. Dillon**  
*President*  
*Michigan State Utility*  
*Workers Council*



**Daniel Dominguez**  
*Business Manager*  
*Local 246*



**Arturo Frias**  
*Local 132*



**Richard D. Harkins**  
*Vice President*  
*Local 223*

## Negotiating Neutrality, Access to the Property and Card Check Agreement

With all the mergers and acquisitions the UWUA is experiencing in the Utility Industry, it is critical that the UWUA negotiate successor language, access to the property and neutrality agreements. The UWUA has put together a historical program which will require local unions and national staff to propose neutrality, access to the property and card check language at every contract negotiations, every intervention, and every time an employer asks the UWUA National or locals for assistance. These types of agreements have helped the UWUA organize.

## New Local Unions Chartered

In the four years since the last convention, the UWUA issued two new charters. During the same period, some charters were withdrawn as the result of mergers of local unions, thus bringing the number of chartered local unions at the start of the 2015 convention to 206.

## Membership Status

The UWUA is pleased that its efforts to slow down the loss of members due to deregulation, downsizing and other utility companies' attempts to deplete our work force have been successful.

## Summary

In summary, the UWUA pursued many organizing targets and was very successful in a high percentage of those. Through affiliations and organizing the unorganized, the UWUA has made a firm commitment to continue to increase our membership. The UWUA organizing activities will continue in a significant way to strengthen our ability to negotiate the best wages and benefits possible for our membership. **BE WISE, ORGANIZE!**

## 2015 Convention Political Action Report

The political scene for workers in utilities has been rocky.

The war on workers carried out by anti-labor politicians has reached new, harsh levels of destruction for our rights and livelihoods. But we have fought back, and will continue to do so.

agenda known during their election campaigns. But, it was the first order of business for many of them in the new legislative session that began in 2011. Within days of the UWUA Convention adjournment, Wisconsin's Act 10 came into effect, gutting public sector labor



### 2011

The last convention in 2011 saw the attack on labor already in progress in a number of states. This fight has expanded, with the arrival of new state legislators and governors sworn to push anti-union measures, including "right-to-work" laws and cutbacks aimed at wages, benefits, and pensions. The 2010 midterm elections saw the spread of extremist Republicans to office in Ohio, Pennsylvania, Michigan, Indiana, and Wisconsin, among others. Since then, they have claimed more state and federal seats, including the governorship of Illinois.

None of these newly elected Republicans made their anti-worker/anti-union

law in that state. It was signed into law by Republican Governor Scott Walker on March 11.

This was quickly followed in Ohio by State Senate Bill 5, signed into law on March 31 by Republican Governor John Kasich. Because Ohio voters can petition to put legislation on a ballot referendum, after the signing of SB-5, labor unions across the state formed "We Are Ohio," a labor coalition that set out to repeal SB-5 and protect public workers' right to strike and bargain contracts. On June 29, 2011, the same day Wisconsin's Act 10 became effective, "We Are Ohio" delivered a record-breaking 1,298,301 signatures to the Ohio Secretary of State, effectively placing SB-5 on the



## UWUA Executive Board



**Keith Holmes**

*President  
Local 686*



**Daniel Hurley**

*President  
Local 369*



**David Leonardi**

*Local 369*



**Nancy L. Logan**

*Local 132*

November ballot. Ohioans voted by a 62-38 percent margin against SB-5. The Ohio UWUA locals and their members were there, as an active part of “We Are Ohio.”

Also in 2011, UWUA and Local 132 lobbied hard for utility reform in California. State Senate Bill 705 was proposed in response to the 2010 San Bruno gas pipeline explosion. SB-705 declares that safety must be a utility priority as a matter of state policy. The bill authorizes additional revenue to increase staffing levels for safety related activities, while giving assurances to consumers that these funds will actually be spent for safety. It was signed into law on October 7, 2011.

## 2012

Taking our cue from the success of “We Are Ohio,” UWUA increased member involvement in the political arena. The 2012 UWUA regional conferences focused on political education and activism, while providing local union leadership with the tools to effectively represent the membership on the shop floor and the bargaining table. The UWUA endorsed a number of labor-friendly candidates, with some success, including Elizabeth Warren for the U.S. Senate representing Massachusetts, and Sherrod Brown’s return to the U.S. Senate from Ohio.

In early 2012, working men and women from across Michigan gathered at the state capitol to formally launch the “Protect Our Jobs” campaign. Grass-roots volunteers, including UWUA members, gathered signatures to place



a constitutional amendment on the November ballot to protect collective bargaining rights and strengthen the middle class. After collecting more than 750,000 signatures, more than double the number needed, the Protect Working Families proposal made it onto the November ballot. However, with a larger than normal number of ballot proposals before them, Michigan voters rejected all proposed amendments to the constitution. On the plus side, our efforts to re-elect President Obama and Senator Debbie Stabenow were reflected in Michigan voters' choices.

Immediately, the state's "lame duck" legislature rammed through "right-to-work" legislation, attacking both public and private workers' right to representation. Although the legislature managed the votes to pass the legislation, they couldn't muster the vote necessary to pass with immediate effect.

Then, in 2012, Indiana's and Michigan's Republican-controlled legislatures pushed through new anti-union laws in 2012, becoming the 23rd and 24th "right-to-work" states, respectively. As in all such legislation, union power is undermined, giving management a permanent upper hand in all dealings with their employees.

## 2013 and 2014

The UWUA took part in several "Listening Sessions" held by the Environmental Protection Agency in 2013. The EPA sought input from the general public and various stakeholders, regarding future federal guidelines for reducing carbon emissions from existing power plants. The UWUA vigorously voiced concern, verbally and in writing, over any plan that would cause the widespread shut-down of coal-fired power plants resulting in job loss, system reliability concerns, and market manipulation.





## UWUA Executive Board



**Russell J. Mazzola**

*President*

*Local G555*



**Frank J.  
Meznarich Sr.**

*President*

*Local 270*



**Richard Passarelli**

*Business Manager*

*Local 18007*



**Anthony Pedagna**

*Senior Business Agent*

*Local 1-2*

Regional “Victory Conferences” in 2014 offered members more political education in response to the growing fight. The focus was growing income inequality, legislative attacks, and the need to support labor-friendly candidates. Members were urged to play an active role in getting those candidates elected by volunteering for “labor walks” and phone banks. Workshops in labor history and labor law added to the preparation for the fights ahead.

2014 also saw the passage of California Senate Bill 1371, directing the State Public Utilities Commission and the California Air Resources Board to develop a comprehensive leak detection and repair policy for natural gas utilities. The goal is reducing pipeline emissions of noxious gases. UWUA and Local 132 lobbied hard, and the bill was signed into law by Governor Jerry Brown in September. New studies have shown that methane, the primary component of natural gas, is a potent greenhouse gas – as much as 80 times more damaging to our atmosphere than carbon dioxide. Furthermore, in the wake of the disastrous pipeline failures in recent years, improving the safety of our natural gas distribution system remains a high priority. By reducing leaks and defects in our gas pipeline system, SB 1371 addresses two urgent public concerns – public safety and global warming.

In New York, UWUA Local 1-2 pushed for State Senate Bill 6619, which prohibits all gas and electric utilities from closing or moving call centers or other facilities providing customer assistance, without first notifying the



NYS Public Service Commission. It also requires the Commission to hold public hearings on the closure or moving of any call centers. It was signed into law by Governor Andrew Cuomo on December 17, 2014.



## Jobs and the Environment

The UWUA is actively involved in two coalitions concerned with green jobs and working for the environment: Unions for Jobs and Environmental Progress (UJEP) and BlueGreen Alliance.

UJEP is an independent association of national and international labor unions that represents more than 3.2 million workers in electric power, rail transportation, coal mining, construction and other energy related industries. Our action within UJEP has included, but is not limited to, high level meetings with the U.S. EPA, Department of

Education, Federal Energy Regulatory Commission, and Office of Management and Budget, to name a few. These meetings and input have more recently taken up the proposed Clean Power Plan, Ozone Standards, and other environmental legislation. We promote the development and commercial usage of Carbon Capture Sequestration in response to the Clean Power Plan.

The UWUA joined the BlueGreen Alliance (BGA) in 2009. Established in 2006 by the United Steelworkers Union and the Sierra Club, the BGA is now a national partnership of ten labor unions and five environmental organizations representing some 14 million people. BGA designs public policy, advocates for practical solutions, and facilitates dialogue between environmentalists, union members, and others. UWUA has appeared

at a number of venues and panels with BGA partners, providing commentary on environmental policy, as it affects displaced workers and impacted communities.

The BGA works to expand the number and quality of jobs in the green economy. It advocates for workers' rights around issues such as the right to join a union, and health and safety. BGA speaks out to change unfair trade agreements by adding binding labor and environmental standards.

BGA also works to improve public health by reducing toxins in the workplaces and communities. The Alliance's



## UWUA Executive Board



**Charles D. Rittenhouse**

*Local 69*



**James Shillitto**

*Vice President*

*Local 1-2*



**James Slevin**

*President*

*Local 1-2*



**Michael P. Smith**

*President*

*Local 223*

core belief is that workers should not be forced to choose between either decent jobs or a clean environment -- both can and must be accomplished. Economic disparity and environmental degradation are two heads of the same coin.

Since 2011, the UWUA, working with the BGA and its partner organizations, has taken on these efforts:

- Developing policies for market drivers, financing and research and development of **Carbon Capture and Storage (CCS)** technologies for large scale utility and manufacturing application as a part of a way to ensure longevity for fossil fuel power plants while addressing climate impacting emissions.
- Testifying at congressional briefings in support of a **National Infrastructure Bank Bill** to finance large infrastructure projects on a national and state level by leveraging public and private financing to put Americans back to work, grow decent jobs, improve the economy, and eliminate waste and inefficiency that contribute to environmental damage.
- In the wake of Hurricane Sandy and the continuing drought conditions of the American west, calling for building **more resilient communities** to withstand and recover from the increasing number and effects of severe weather and a changing climate, by focusing policies on Smart Investments, Modern Infrastructure, Healthy Environments, and Education and Collaboration.
- Advocating for **improving the current spent nuclear fuel management policy** by thinning out over-crowded



cooling pools and ramping up more dry cask storage at the nation's nuclear power plants.

- Working to stop “**Fast Track**” Agreements of free trade, specifically the fast-tracking of the **Trans-Pacific Partnership Agreement (TPP)**, which represents 38% of the total world economic activity. Fast Track authority by the Administration does not provide full disclosure or debate on the details of a free-trade agreement. The UWUA and the BGA partners have called for a “**Fair Trade**” agreement instead of a “Free Trade” agreement, to improve everyone’s quality of life and raise standards protecting workers, consumers, democratic processes and the environment.
- **Repair America** is the effort of the UWUA, the BGA and its partner organizations to fix our aging water and wastewater systems, electrical grid, natural gas distribution system, transit systems, communication systems and roads and bridges. America’s in-

frastructure — the systems we rely on every day for transportation, clean water, energy, and to communicate with each other — earned a “D+” from the American Society of Civil Engineers. The goal is to get Americans working together again to build this backbone of systems we rely on every day.

- The UWUA, along with the BlueGreen Alliance and the AFL-CIO, launched **Repairing Our Cities’ Aging Pipelines (RECAP)**, an effort to bring together the business, labor and environmental communities to modernize our natural gas pipeline network and accelerate current efforts to repair America’s natural gas distribution pipelines. Tripling the current rate of repair could create more than 200,000 new jobs in a decade, while reducing methane emissions, which have a much more rapid climate change impact than carbon dioxide. The UWUA calls for the establishment of a **Clean Energy Transition Fund** on a national scale to ensure that



## UWUA Executive Board



**Robert K. Stahl**

*Senior Business Agent  
Local 1-2*



**David A. Thompson**

*President  
Local 111*



**Lisa M. Vella**

*Senior Business Agent  
Local 1-2*



**Robert T. Whalen**

*President  
Local 102*

workers displaced from closing power plants and affected fossil fuel extraction sites receive transition support, including wages, benefits and retraining; expand existing economic development programs to enable communities to respond to power plant closings or downscaling; and support climate resilient infrastructure projects in communities where plants are closing.

The BGA and its alliance organizations have stood up for UWUA members by protesting the closure of two power plants, (Mitchell and Hatsfield Ferry Stations) and the lockout of Local 180 members by FirstEnergy.

In 2014, the UWUA and the BGA supported Congressmen Peter Welch (D-VT) and David McKinley (R-WV) for their work on the **Healthy Employee Loss Prevention Act**. Training programs need to lead to quality employment, matching or exceeding the well paid jobs that have been lost. Pensions and benefits of displaced workers must be ensured.

The UWUA has provided independent legislative action, testifying on critical state and national issues, including Clean Power Plan comments in Washington, DC, and other listening tour cities. We also continue to monitor and provide input to FERC, RTOs, and other venues. The UWUA focuses on our members, families, and communities, and constantly advocates for safe, reliable, affordable services.

### 2015 and Looking Ahead

The 2015 Convention is taking stock of recent events in various states and

preparing for the future. In particular, Wisconsin Republican Governor Scott Walker has led a Republican-controlled legislature to intensify its assault on working families. He signed into law State Senate Bill 44, making Wisconsin, an important industry center, the 25th “right-to-work” state.

In response, the UWUA works with local and state legislative friends in states like Pennsylvania, which has generated interest and action favoring UWUA membership. Our input and influence prompted PA Representative Pam Snyder to introduce State House Bill 2030, holding coal companies more accountable for the effects of power plant closures. Although the bill died at the end of the session, Rep. Snyder is working with UWUA to reintroduce it in the next session, with a goal of bringing similar bills forward across the country.

Unionized public sector employees across the state are also under attack by Republican legislators, who are pushing a “Pay Check Protection” act in the State House that aims to eliminate dues deduction. The bill has been opposed by legislators from both parties. Ending dues deduction for teachers and other public sector employees is a first step to “right-to-work” legislation. The UWUA is currently lobbying hard against these actions.

In 2015, for the first time in 80 years, both chambers in the West Virginia Legislature are controlled by Republicans. This new state majority wasted no time in launching a nationally coordinated attack on unions and working families by immediately introducing “right-to-work” legislation. Organized labor mobilized

a unified, boots-on-the-ground effort, which eventually finished off the bill without action at the end of session.

On March 7, 2015, UWUA Vice President John Duffy joined AFL-CIO President Rich Trumka, UMWA President Cecil Roberts, and other national and statewide labor leaders and thousands of West Virginia union members to denounce RTW. The UWUA had a strong presence at the rally, and vowed to continue to pressure WV elected officials.

The Michigan legislature is now considering bills to repeal prevailing wage laws; preempt local governments from establishing any ordinance that regulates employer-employee relationships, living wage or paid sick time that is better than what is in state law; and requiring public employee unions to recertify as the exclusive bargaining agent every two years.

In New York State, legislation is now pending to give “First Responder” status to utility workers. Another bill would defend worker safety by making an assault on a utility worker a felony offense.

Ohio Senator Sherrod Brown introduced the Healthy Families Act. Under the proposal, companies with 15 or more employees would be required to allow workers to earn up to seven paid sick days, while those with fewer than 15 employees would have to provide up to seven unpaid sick days. This is badly needed federal legislation, as many Americans are currently forced to choose between either going to work sick, or losing a paycheck. Sen. Brown recognizes this, and has always been strongly endorsed by the UWUA.



## UWUA Staff



**George Manoogian**  
*Chief of Staff*



**Mark Brooks**  
*Special Counsel to the  
President*



**John Devlin**  
*Safety Director  
and Senior National  
Representative,  
Region I*



**Ed Good**  
*Legislative  
Director*

The UWUA took part in “Days of Action” in several locales, writing, lobbying, and promoting successful resolutions. We joined many labor movement events, from internal meetings to public gatherings. Our numerous seats on state federation boards, state commissions, Central Labor Council leadership groups and special committees, are indicative of our contributions and influence in the labor movement as a whole. The UWUA continues to provide leadership, insight and action on the local, state and national labor movement.

The UWUA will continue to be engaged in the political arena for the good of our members. We will do that by educating the membership on the issues, and which public officials are friends and supporters of the working class. Our victory conferences will continue to serve as a vehicle for doing that. And, our COPE fund is there to help those politicians that pledge to help us. Our COPE fund is made possible by contributions from the membership. Information on contributing to the UWUA COPE fund can be found on the National website at [UWUA.net](http://UWUA.net)





UWUA participates in state utility commission proceedings and related regulatory and legislative matters in which our members' vital interests – including jobs, wages, safety and benefits – are at stake. UWUA members' interventions reflect their firsthand knowledge of utility operations.

## Tennessee American Water Rate Case

The UWUA and Local 121 intervened in a Tennessee Regulatory Authority (TRA) proceeding concerning Tennessee American's request for a nearly 15% rate hike. At the proceeding, Senior National Representative Jim Lewis testified on behalf of the union. Then-company President John Watson admitted that the company was continuing to pay dividends to its corporate parent, American

Water, even though Tennessee American was failing to hire and retain sufficient staff to provide safe and reliable service. The UWUA urged that the company be required to maintain or fill all 110 positions that the company claimed were needed to provide adequate service.

In a final order on April 2012, the TRA adopted most of the UWUA's recommendations, requiring that the company either fill all 110 positions, or provide information on when any job vacancies would be filled. Unfortunately, the company failed both to fill all 110 slots, and to provide an explanation to the TRA as to when the positions would be filled. The UWUA subsequently filed a motion with the TRA, which led to an order that the company provide information on when the positions would be filled.



## UWUA Staff



**Robert Houser**

*National Director of  
Organizing*



**Jami Simon**

*National Training  
Director*



**Carl Wood**

*Director of Regulatory  
Affairs*



**Robert Mahoney**

*Senior National  
Representative,  
Region I*

## Layoffs at West Virginia American Water Company

In May 2011, the UWUA and Local 537 filed a complaint with the West Virginia Public Service Commission, asking that it enjoin a threatened layoff of 1/10th of the employee workforce at the West Virginia American Water Company. (The company put blame on an adverse rate hike ruling issued by the PSC several weeks earlier, in a case in which the UWUA and Local 537 were intervenors.) Our complaint asserted, based on the testimony of a local member and the company's own assertions during the prior rate case, that if the layoffs were implemented, the company would no longer be able to provide minimally adequate service to its customers. In response, the commission enjoined the layoffs on an interim basis, and opened an investigation into the impact of the layoffs on the provision of safe and reliable service.

Following a trial, the commission kept the injunction in place for the bulk of the laid off employees, and for all of those represented by the UWUA. The commission found that those employees perform essential services, including valve maintenance, meter reading, and related functions, and ruled that they were to remain on the job until at least the completion of the company's next general rate case — and that their positions could be eliminated only on a proper showing by the company. The commission rejected the company's argument that it should defer taking action until there had been a more definitive showing of harm, as the

commission found that it need not wait “until the facilities of a utility are so poor that consumer complaints increase to unprecedented levels or result in instances of dangerous conditions or inadequate service.” The commission found that the “situation requires an extraordinary remedy.” (We believe this is the only time a state utility commission has seen fit to enjoin layoffs at a utility.)

### **Consolidated Edison Company of New York Summer 2012**

In July 2012, and following the expiration of its collective bargaining agreement with UWUA Local 1-2, Consolidated Edison Company of New York locked out its roughly 8,000 union employees. The company sought to continue operations using its 5,000 managers, supplemented with some 700 retirees and contractors. The lockout lasted for 27 days.

The UWUA and Local 1-2 filed a petition with the New York State Public Service Commission, asking it to investigate the quality, reliability, and safety of the service Con Edison was providing during the lockout. The UWUA asserted that the company could not provide acceptable service absent the presence of its in-house, skilled, union-represented workforce. The petition was supported by the testimony both of local members and, indirectly, Con Edison personnel.

Following the filing of this request, the PSC received responses and reply pleadings from Con Edison and the local. As the proceedings before the PSC continued, New York Governor Cuomo announced his intention to insert himself into the negotiations directly. The Gov-

ernor subsequently met with both sides, and assisted them in reaching agreement on a new (and favorable) collective bargaining agreement that resolved the lockout.

### **UWUA Testimony as Part of Maryland Investigation of Utility Resilience**

In June 2012, the mid-Atlantic region suffered extensive and lengthy power outages following the devastating “derecho” storm. In response, then-Maryland Governor Martin O’Malley formed a task force to solicit recommendations from experts as to how to improve the resiliency and reliability of the Maryland electric distribution system. UWUA System Local 102 President Bob Whalen was invited to provide testimony concerning the restoration of service following major storms. Bob offered recommendations on workforce management, with a focus on maintenance practices and related staffing concerns. UWUA Counsel Scott Strauss offered suggestions for how the Maryland PSC investigates workforce “graying” issues.

The ensuing report, issued in September 2012, recommended that the Maryland Public Service Commission commence a proceeding to study the utilities’ human infrastructure. The report explains that the task force “is concerned that the data reveals a significant downturn in personnel per circuit mile over the past decade [,]” and notes that “it would be an appropriate line of inquiry for the PSC to determine whether there are sufficient personnel on the ground to make the repairs necessary.” The task



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force recommended that the PSC inquire into workforce “graying” issues, to allow utilities to share best practices, and if necessary, help facilitate further regulatory or state and local government actions.

### **Chesapeake Energy Purchase of Eastern Shore Gas (Before the Maryland Public Service Commission)**

In 2011, Chesapeake Energy proposed to purchase the assets of Eastern Shore Gas (ESG). The fourteen (14) employees who form the operations staff of ESG were System Local 102 members. The acquisition could not proceed absent Maryland Public Service Commission approval. The UWUA and System Local 102 intervened in MPSC proceedings.

System Local 102 President Bob Whalen expressed concern before the Commission that the skilled ESG workforce had not been informed whether they would continue to be employed once the proposed asset acquisition had been completed. Bob noted that, while Chesapeake intended to convert the system from propane to gas service, that transition would take at least six years, and that, at least in the meantime, it would be essential for Chesapeake to retain the knowledgeable and experienced ESG workforce.

A settlement was reached under which Chesapeake extended fulltime job offers to all fourteen (14) hourly employees of ESG, contingent on the close of the acquisition. Each of the employees accepted the offer.

## **UWUA Assessment of Service Restoration Following Super Storm**

In October 2012, Super Storm Sandy devastated New York City, leaving millions in the dark for several days (or longer). New York Governor Cuomo established the “Moreland Commission”—a panel of individuals tasked with evaluating the performance of New York’s utilities in response to the storm.

The UWUA and UWUA Local 1-2 undertook their own assessment of Con Edison’s performance, and published their findings in a whitepaper. It evaluated Con Edison’s performance in restoring service, providing recommendations for actions to minimize service disruptions following future storms.

The whitepaper criticized Con Edison’s performance on a number of fronts. Key points raised by the UWUA included:

- Con Edison appears to operate its electric distribution system based on a policy of “run it until it fails,” meaning the company lacks sufficient manpower to conduct needed preemptive maintenance and related repairs.
- At the time Hurricane Sandy hit New York, Con Edison’s electric distribution systems were weakened, due in part to the company’s lockout of its field and operations staff during the summer of 2012.
- In restoring service post-Sandy, Con Edison resorted to patchwork and temporary repair arrangements that

it cannot now revisit and correct due to documentation gaps, further weakening the system.

The UWUA urged that Con Edison be directed to address physical infrastructure deficiencies on the company’s system. With specific regard to human infrastructure issues, the UWUA asked that Con Edison be directed to propose and support a baseline staffing level for company operations, and thereafter be obligated to staff at that level.

The Moreland Commission report, issued in June 2013, contained several references to the UWUA Whitepaper. The report included a recommendation that the state’s utilities be obligated to “review existing staffing levels and evaluate the impact of an aging workforce.”

## **Con Edison Rate Case (Before the New York Public Service Commission)**

In early 2013, Con Edison filed for approval of a substantial rate increase, in part to fund improvements aimed at making its system more resilient. The UWUA and Local 1-2 participated actively in this proceeding, submitting testimony from both a local member and an outside consultant. The union focused on staffing deficiencies and related concerns about the lack of needed maintenance. The union also highlighted the company’s overreliance on contractors in lieu of in-house personnel, noting that they were generally underqualified to perform the tasks performed by the company’s in-house,





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experienced, and well-trained workforce.

After extensive hearings, the case was settled in early 2014. Although the company is not obligated to hire a specific number of additional in-house staff, there are some tangible benefits that were achieved through participation in the proceeding:

- Senior company officials testified that there would be additional hiring in certain of the company's service areas.
- While the settlement was pending before the commission, the New York PSC announced its intention to hire an independent consultant to conduct an audit of utility staffing practices and the use of outside contractors. The audit, to be completed in August 2015, will include Con Edison and all of the other NY IOUs. This appears to be the first time a state commission has ordered an audit focused on staffing practices involving the use of in-house versus contractor employees. Con Ed was obligated to conduct its own study of the cost-effectiveness of in-house employees versus contractors. That study was completed in February 2015.

### **West Virginia American Water Company Rate**

In December 2012, West Virginia American filed a request with the West Virginia PSC for approval of a rate increase, and the UWUA and Local 537 intervened in the proceeding. The union raised several concerns including that (1) the company contin-



ues to be understaffed; (2) its lack of manpower prevents employees from performing essential valve maintenance, flushing, and leak survey activities; (3) there is evidence that the company's maintenance practices unnecessarily increased capital expenditures (thereby harming ratepayers); and (4) the commission should continue requiring the company to provide quarterly reports.

Immediately prior to the commencement of the hearing, the parties to the proceeding other than the UWUA settled on terms that permitted the company to raise rates, but failed to address any of the union's concerns. The UWUA went forward with the hearing, both presenting their witness and cross-examining the company's president.

The commission ultimately approved the settlement and rejected the union's concerns. However, while not ordered to do so by the commission, the company has taken actions supportive of the Union's concerns—most notably by hiring additional in-house staff.

As part of the settlement, the commission (over the union's objection) relieved the company of the obligation to continue to submit quarterly service quality reports. That directive was reversed following the infamous January 2014 chemical spill into the Elk River, after which the company was required to continue the reporting on an indefinite basis.

## **Presentations on Aging Workforce Issues**

In November 2012, Michigan Gov-

ernor Rick Snyder announced he would develop data to help the state manage Michigan's energy future. The state's Public Service Commission opened an investigation to identify the information needed by energy policy makers to make good energy decisions.

In March 2013, the UWUA responded by presenting comments to the PSC, highlighting concerns over deteriorating infrastructure and related staffing deficiencies. The UWUA pointed out that a "core component of reliable service is a sufficient and sufficiently well-trained utility workforce. Absent that workforce, the physical systems will not perform as required." The union promised to provide the commission with the results of a detailed, internal assessment of utility staffing levels.

In May 2013, the UWUA submitted an update to the earlier report, including these findings:

- Michigan's utilities are understaffed;
- Understaffing has adverse impacts on the delivery of utility services, on the growth of Michigan businesses, and on the quality of the lives of both customers and workers; and
- Michigan's utility workforce is aging rapidly, and the UWUA members do not perceive that utility employers are doing nearly enough to ensure that there will be a sufficient supply of experienced and well-trained workers to operate Michigan's utility infrastructure and to deliver essential services.

The report noted that some UWUA locals have experienced as much as a 50% reduction in the size of the workforce, as



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compared with levels in the 1970's and 1980's. During this same multi-decade time period, customer demands and the overall workload facing Michigan utilities has increased. The depleted utility workforce has struggled to keep up with completing essential day-to-day operation and maintenance activities, and addressing occasional system emergencies. Crew sizes have been reduced, and preventive maintenance activities are being curtailed.

### **Presentations to Michigan Legislators on Energy Issues**

In October 2013, the UWUA gave a presentation to Michigan legislators at a joint Michigan Republican and Democratic “lunch and learn.” It addressed the aging utility workforce, and the need for succession planning.

In 2015, we developed a “UWUA Michigan Energy Platform” as part of the legislative debate over energy legislation. It was provided to the Michigan Democratic Energy Committee Chair, and the Governor’s Energy Office. The UWUA will testify before the Michigan House Energy Committee on the issue of reregulating Michigan’s utilities—i.e., returning Michigan to a fully regulated state.

### **Comments on Electric Choice Issues**

On October 31, 2013, the UWUA provided comments to the Michigan Public Service Commission on the adoption of “Electric Choice” (open access or deregulation of energy supply) in Michigan. The union’s recom-

mendations included urging the PSC to consider long-term stability, predictability and fairness when drafting its final recommendations on utility deregulation and customer choice. The union advocated for a fully regulated utility system as opposed to keeping the choice cap at 10%, as the way to ensure effective customer service quality standards, accessibility, investment and job growth.

### **Assessment of Utility Performance Following Ice Storm**

In late December 2013, Michigan's Lower Peninsula experienced a severe ice storm. An estimated 600,000 customers of Consumers Energy Company and DTE Electric Company lost power for as long as eight days. The Michigan PSC opened an investigation in early January. As in the case of SuperStorm Sandy, the UWUA responded by surveying its members in locals affected by the storm, conducted its own assessment, and provided the results of the survey in comments filed with the commission.

The UWUA expressed concerns that Consumers' staffing strategies over the past few years have hurt the condition of the company's distribution systems prior to the arrival of the storm, and the efficiency and timeliness of restoration efforts. Failure to have sufficient in-house staff affected the resiliency of the distribution system immediately prior to the storm, and the duration of the service outages afterwards.

The vast majority of the personnel used in the restoration effort were not

Consumers' employees. The UWUA estimated that only 14% of the line crews and no forestry crews involved in restoring service were in the direct employ of Consumers. Restoration efforts involved a combination of contract labor and mutual aid workers. Contractors and mutual aid personnel have a place in utility operations, but the large-scale outsourcing of utility functions to non-utility personnel should be of concern to the commission.

In response to these concerns, the commission issued an order in May 2014, in which it "urge[d]" the utilities and the UWUA to "jointly consider the union's recommendation for an independent audit regarding the adequacy of current baseline staffing levels." The commission stated that any staffing discussion should start with the traditional collective bargaining process, because the utilities and the unions are well-positioned to address (and experienced in addressing) the issue of staffing levels.

### **FirstEnergy Plant Closure Issues**

In July 2013, FirstEnergy (FE) announced its intention to close two Pennsylvania coal-fired power stations: Hatfield's Ferry Power Station and Mitchell Power Station. Together, the plants have a total capacity of 2,080 MW, which represents roughly 10% of FE's total generating capacity. The closure was planned for October 2013.

The UWUA and System Local 102 objected to the closures as threatening to utility system reliability. The union pointed out that the closures would result in the termination of 380 employees

at the two plants, including 183 members of UWUA System Local 102.

The UWUA challenged FirstEnergy's actions, both before the Pennsylvania legislature (where Bob Whalen provided testimony to a legislative committee investigating the matter) and the Federal Energy Regulatory Commission. The UWUA urged FERC to open an investigation into the propriety of FE's actions. FE claimed that the plants were losing money, but no evidence to that effect had been presented.

The regional transmission organization, Pennsylvania New Jersey Maryland (PJM), which operates an electric grid across thirteen states and the District of Columbia, announced it could not close the plants for several years due to reliability concerns. But PJM subsequently changed its mind, paving the way for FE to proceed with its closure plans. FERC refused to initiate an investigation.

### **Consolidated Edison Staffing Study (Pending)**

Con Edison complied with the obligation it assumed in the 2014 settlement of its rate case by completing (in early February 2015) a study of the cost effectiveness of using contractors, as compared with in-house employees. As expected, Con Edison found that its continued retention of contractors in lieu of permanent employees is cost-effective. The study also states that Con Edison "maintains a well-trained and stable internal workforce (company employees) to handle normal day-to-day operations and maintenance of its energy systems and to respond to emergencies."

UWUA Local 1-2 has responded by (1) requesting that Con Edison provide data supporting the conclusions reached in the study (including any cost-benefit analyses); and (2) gathering data from members concerning the use of contractor versus in-house resources. Those efforts are ongoing. The local will prepare its own assessment of Con Edison's use of contractors.

### **Legislative Advocacy Around Gas Safety Issues**

In California, the UWUA has pursued an integrated strategy of legislation and regulatory interventions concerning the state's natural gas utilities. The Union's efforts have focused on the development of preventive measures in response to the September 2010 explosion and fire in San Bruno, CA, which was caused by the rupture of a high pressure transmission line owned and operated by Pacific Gas & Electric Company. In focusing on preventive measures, the UWUA mandated a legislative role in the process for the workforce, such as developing a safety plan, rather than leaving this to management.

#### **■ SB 705 Gas Safety**

The UWUA was the co-sponsor and co-source of SB 705, which was enacted in 2011, adding Cal. Pub. Util. Code sections 961 and 963. This legislation makes safety an over-arching priority in the provision of utility gas service, and implements a procedure for identifying and minimizing gas hazards before damage occurs. The

law obligates gas utilities to achieve and maintain an adequate work force, and requires robust and ongoing involvement of the utility workforce in identifying and eliminating hazards.

### ■ **SB 1371 Leak Reduction and Best Practices (adding Cal. Pub. Util. Code sections 975 and 977)**

In 2014, the UWUA was sponsor of and source for SB 1371, in response to public concern for the safety of the gas utility system, and for the environmental implications of gas (methane) leaks into the atmosphere. It mandates an aggressive leak reduction strategy that reduces hazards and methane emissions. It requires identifying and adopting best practices, and engaging the utility workforce in developing the leak reduction strategy.



### **Regulatory Proceedings Before the California Public Utilities Commission**

#### ■ **Sempra Test Year 2012 General Rate Case, A.10-12-005/006**

California energy utilities file general rate cases (GRC) every three years before the California Public Utilities Commission (CPUC). Their costs and programs are reviewed, and base

rates are established to provide revenues to support adequate service. The UWUA intervened in Sempra's Test Year (TY) 2012 GRC, and raised concerns about (1) workforce adequacy after years of downsizing among represented operating and maintenance employees; and (2) the resulting degradation of service to the public. The UWUA proposed adopting standards for leak response, leak repair, service order completion and call center responsiveness, based on restoring practices in effect previously, but ended during





deregulation. The UWUA proposed workforce augmentations that would place the utility in a position to meet service reliability and adequacy standards. These proposals were based, in part, on specific requirements and hazard identifications in SB 705.

The utility opposed both the adoption of standards and the workforce augmentations, and the CPUC rejected the union's proposals. The CPUC did, however, require the utility to monitor and report on the leak response and repair practices in the next GRC.

The UWUA relied on testimony of employee witnesses. In order to overcome barriers to employee communication stemming from fear of retaliation and reprisal, the UWUA asked the CPUC to issue a pre-emptive order admonishing the utility

against any acts of retaliation. The commission issued the requested order.

■ **Gas Safety Rulemaking, R.11-02-019 (issued February 2011 and on-going)**

The CPUC's primary response to the San Bruno explosion led to a rulemaking to transform the safety culture and safety practices of the California gas industry. The UWUA has engaged in advocacy efforts relating to a number of the issue areas in this proceeding:

- **Independent Panel Report/Safety Culture Change** – The CPUC convened a blue-ribbon panel of outside safety experts and utility executives (Independent Review Panel or IRP) to make recommendations for transforming utility practices and



attitudes toward safety. The UWUA commented on the IRP Report and engaged in legislative and regulatory advocacy to implement some of its recommendations.

- **Gas Safety Plans and SB 705 Implementation** – SB 705 established for the first time an absolute priority for safety in the gas industry. The focus is prevention: a specific requirement that gas utilities develop a safety plan that identifies hazards, and mitigates them, before they cause injury and damage. Utilities created and filed these plans in December 2012, subject to review and approval by the CPUC. The UWUA made a number of specific suggestions for improvement, some adopted and some rejected in the CPUC’s approval order.
- **GO-112 Update** – The CPUC has a general regulation covering many aspects of gas utility operation and maintenance. After San Bruno, the CPUC has attempted to update this regulation, including adopting a framework for grading and repairing gas leaks. The UWUA has made a number of proposals for improvement. A decision approving the updated regulation is pending.
- **Pipeline Safety Enhancement Plans** – The National Transportation Safety Board highlighted the inability of PG&E to document the status and condition of its transmission pipe in the San Bruno explosion. It was unable to determine the appropriate maximum operating pressure for the

pipe. The CPUC determined that all California gas utilities face the same issue, and responded by ordering them to test or replace all transmission pipe for which documentation is lacking. The UWUA recommended enhanced maintenance on undocumented pipe in Southern California: more frequent patrols and leak surveys; preventive maintenance on valves; timelier repair of exterior problems and cathodic protection.

- **Sempra Pipeline Safety Enhancement Plan, A.11-11-002 (April 2012 and on-going)** – Issues involving Southern California Gas Company’s PSEP were transferred to another docket in 2012. The UWUA participated in that case, recommending enhanced maintenance and opportunities for employees and public participation in the decision-making on PSEP projects, to enable full implementation of safety concerns and expedited cost recovery. The CPUC issued a decision in May 2014, approving some of the enhanced maintenance proposals and deferring issues of cost recovery to subsequent proceedings.
- **Branch Office Closure, A.13-09-010 (September 2013 and on-going)** – Southern California Gas Company proposed to reduce in-person service availability for its customers by closing several community offices, and proposed closing additional offices without further CPUC approvals. The UWUA worked with consumer groups to oppose the closure, and to propose providing all customers with an opportunity for interacting with their utility. A decision is pending.

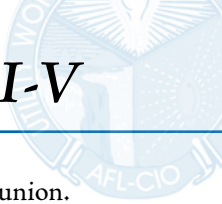
- **Sempra 2016 General Rate Case, A.14-11-0003/004 (November 2014)** – The UWUA has indicated support for Sempra rate revenue requests, while negotiating to assure that rate revenues are spent in ways that will ensure compliance with safety and service regulations, and company policies and procedures. The UWUA seeks properly sized workforces and effective training programs, including pre-employment skill acquisition, classroom training, and field mentoring and coaching by experienced leads. The UWUA UMAP program at Southern California Gas Company is an element of the training proposal. Service order completion improvement remains a priority, with centering on service connections (turn-ons) and leak response.
- **SB 1371 Implementation, R.15-01-008 (January 2015)** – SB 1371 requires the CPUC to convene a proceeding to develop a utility leak reduction strategy. As sponsor of the legislation, the UWUA is actively involved.

#### ■ **Federal Regulatory Activity Around the EPA Clean Power Plan**

As the U.S. Environmental Protection Agency has rolled out its Clean Power Plan (CPP) process, the UWUA has provided a strong voice for workers through continuing interaction with the EPA, the Department of Energy, and the Federal Energy Regulatory Commission.

The Union advocates for reliability, affordability, carbon capture and sequestration technology investment

and development, and displaced worker/community protection. The UWUA has been participating at the state level in AFL-CIO sponsored stakeholder meetings on the CPP and related State Implementation Plans.



## REPORTS FROM REGION I LOCALS

### LOCAL 1-2, NY

Local 1-2 represents members before 12 different employers in New York state. Since the last convention, the local has successfully negotiated collective bargaining agreements for all but one of its bargaining units; and remains in negotiations for its public sector unit.

In 2012, Local 1-2 ratified a new contract with **Consolidated Edison** (New York City) by a 93% vote, following a 27-day company lockout of 8,500 members in July. Con Ed made the move in a bid to strip members of their health insurance. The lockout was ended when

Governor Andrew Cuomo intervened, meeting with Con Ed CEO Kevin Burke and Local 1-2 President Harry Farrell, along with National President Michael Langford; an agreement was reached in several hours. This took place during intense heat events which strained the electrical and gas systems to the brink of collapse, endangering the health and welfare of millions of New Yorker's. In the end the UWUA prevailed and offered members a contract far above industry standards. This agreement expires in June 2016. Previous experience informs us that Con Ed

will once again work to bust the union. We have learned the lessons of 2012, and believe our revitalized membership in Local 1-2 will stop Con Ed from any more outrageous and dangerous acts.

**New York Power Authority** is the one public sector unit in Local 1-2. We have been engaged in negotiations for this unit for four years. A bill pending



before the New York State Legislature, backed by Local 1-2, would require NYPA to submit to binding arbitration when negotiations are blocked in this way. It should be noted that, currently, the state has no abiding interest in settling with any union, and can delay collective bargaining with state employees almost indefinitely. New York's Taylor Law prohibits public employees from striking.

**Asplundh Tree, Blakely Equipment, and Lewis Tree** negotiate collectively with Local 1-2, for a contract covering UWUA member employees in all three companies. The current agreement

expires in fall 2015, and the local expects tough negotiations, once again, with these employers.

Members overwhelmingly approved a new contract in 2014 with **Entergy**, which runs the Indian Point Nuclear facility in Buchanan, NY. The contract expires in 2017. The talks with Entergy went past the strike deadline, but the company and the local stayed at the table, eventually forging a good agreement which we happily brought to the members for a vote.

For the first time, smaller bargaining units of Local 1-2 carried out simultaneous negotiations with **NRG** and **US Power Generating** (Queens and Brooklyn). Both contracts were brought to the members on time, and the good results were ratified by a 98% vote.

Other unit contracts due to expire in 2017 include **United Water** in New Rochelle, **NAES** in Queens, and **TransCanada** in Queens. Talks with **WRS** in Yaphank will begin before the end of 2015, in advance of the expiration of its current contract in 2016.

Local 1-2 underwent a change of leadership in 2014 following President Harry Farrell's retirement from office. In March 2014, James T. Slevin, former VP of the local, received an astounding plurality as president, and brought with him Vice President James Shillitto and new Senior Business Agents Robert Stahl, Lisa Vella, and Anthony Pedagna; Business Agents Richard McNally, Jean Washington, Robert Smith, Darryl Taylor, Vincent Kyne, Bruce Farina, Joseph

Mussillo, John (Scotty) MacNeill and Emilio Frederick; and Secretary-Treasurer John Capra. We all miss having Harry with us on a daily basis, but Local 1-2 is looking forward to many more productive years under its current leadership.

### **Local 273 and Local 273C, Southeast MA**

The locals are running a corporate campaign against Columbia Gas, and have negotiated a no-layoff clause for our clerical unit. The company was trying to move all the clerical jobs to Ohio.

### **Local B310, RI**

Local B310 represents the members at National Grid in both the electric and gas industries. We also represent members in generation plants at Dominion and Emera Energy. We have negotiated good contracts for all our members over the last four years. We would like to thank George (Bing) Fogerty who ran or watched over our local for the last sixty years, for all his continued support. We have continued his tradition of supporting numerous charities and labor organizations in Rhode Island.

### **Local B318, Beverly, MA**

Local B318 negotiated a successful four-year contract with National Grid, with better working conditions and increased wages. We are also actively involved in the expansion and replacement of the gas line infrastructure.

The local donates time and money to several local charities, including HAWC, Plumber's Boys Home, and Habit for Humanity.

### **Local B322, Western MA**

Since the last convention, Local B322 has won an arbitration case over a discharge involving workers compensation fraud. After meeting with our local's lawyer, Wendy Bittner, who also handles workers compensation cases, we decided to go forward with the case. After eight days proving our case, we waited months for the decision. The arbitrator ruled against the company, and called on them to rehire and retribute the employee, including 2 1/2 years' back pay including overtime.

### **Local B330, Worcester, MA**

Local B330 added new members by organizing at Worcester Telecom. We negotiated the safety advocate position, and created four new positions in the BUW/UWUA. In our 2013 contract, we organized design engineers to grow the local. Local B330 went from 5 to 13 members. We added 11 new clerical jobs system-wide, and secured an eight-hour day for them. We also won some big arbitration cases on blue sky beeper use, and on limiting the use of contractors.

### **Local B340, Fitchburg, MA**

The local negotiated a six-year contract on June 1, 2013, with 3% GWI. We secured an Evergreen Letter to protect existing members' pensions; for the next

25 years, the company cannot propose anything that would negatively impact our pensions. Only three other locals in the country have an Evergreen Letter.

### **Local B341, Portland, ME**

Local B341 represents organized gas workers in the state of Maine. Since the last convention, we have negotiated restoration of our post-retirement health benefits, which were lost in a bitter contract fight twelve years earlier. Every member was given back their benefits, retroactively to their start date. We also increased our pension benefit by ten percent, and won a five-year contract at three percent GWI for each year.

### **Local 355, NY**

Local 355 moved to American Water when it acquired Aqua America in 2011. Negotiations for a new contract began in 2012. American Water was very aggressive during bargaining, proposing major concessions and very low wage increases. Local 355 came away with a 3-year contract with 7.25% increase in wages. They also forced the company to drop most of their concessionary demands, while gaining other improvements to the contract. This contract expires at the end of October 2015. A one-year contract extension with a 2.25% wage increase is pending.

### **Local 359, Bristol, RI**

Local 359 represents organized water workers in Bristol County. We are in the middle of a bitter contract dispute, to protect our members' benefits and

increase our wages. We would like to thank Local B310 and the other locals that are supporting us in our efforts.

### **Local 365, NY**

The local took a one-year contract extension with a 2.25% wage increase. The contract expires at the end of 2015.

### **Local 369, MA**

UWUA Local 369 has successfully negotiated and ratified 21 contracts since the 29th Convention, covering approximately 3,000 members. Our efforts resulted in hard-fought gains including new jobs, increases to benefits and pensions, general wage increases and the elimination of contractors.

Negotiations with Entergy in 2012 was our biggest fight. Although we agreed to a new collective bargaining agreement in July of that year, we were locked out of the facility for approximately five weeks. Initially, this company wanted to strip the existing agreement, and shift healthcare costs upon our members. We said “no,” and stood together on picket lines in front of their facilities.

At National Grid, the UWUA spearheaded a law suit resulting in a \$7 million settlement. This grew out of the 2012 payroll meltdown that engulfed National Grid in three states. The suit was filed in Massachusetts, when National Grid changed their payroll software system days before Super Storm Sandy struck the east

coast. The change left thousands of workers either without pay or grossly underpaid for several weeks and months.

Local 369 leveraged the relationship, which we had built with the Massachusetts Attorney General, to get the company to settle the lawsuit. As a result, every worker, regardless of whether their pay was improper, would receive a payment of \$750, and in the event that a worker may have been overpaid, the company would not seek repayment.

At Eversource Energy, our largest company, we have been dealing with merger issues similar to the merger of National Grid and Keyspan in 2006. We contacted the Massachusetts Attorney General’s office and were able to get language inserted into the merger agreement stipulating that there will be no loss of jobs because of the merger, and if there is a transfer of work from Massachusetts out of state, then there must be a quid pro quo of work coming into Massachusetts.

On the organizing front, Local 369 has added a group of bulk dispatchers at Eversource Energy, who unanimously voted to join. We also added a call center at Liberty Gas.

### **Local 375, NJ**

In January 2012, Local 375 reached agreement with United Water on a 5-year contract, with wage increases totaling close to 15%. The local was successful in bargaining many other gains as well. This contract expires in February 2017.





### **Local 379, Braintree, MA**

We represent all the members at Braintree Electric, and are proud to report we have just reached a three-year contract, retaining all our benefits, with the town of Braintree. We have negotiated good GWI's with pay adjustments. We would like to thank all our members for standing strong.

### **Local 384, CT**

In 2013, Local 384 reached a 3-year deal with Aquarian Water on a multi-union benefits agreement. The company had sought major cuts in healthcare, along with huge increases in costs to their members. Local 384 fought hard and, in the end, was able to preserve their current level of benefits,

while agreeing to only slight increases in costs. They negotiated a 3-year contract extension, with a 9% wage increase and no other changes. The benefits agreement expires July 31, 2016, and their unit contract expires at the end of March 2017.

### **Local 391 & 395, NJ**

The locals reached agreement on 3-year contracts in April 2014, with improvements to working conditions and wages. The contracts expire in April 2017, and one-year contract extensions with a 2.25% wage increase are pending.

### **Local 393, NY**

At the time of this report, Local 393 has been in a battle with the Suffolk County Water Authority for almost two years now. They have been working under an expired agreement since July 1, 2013. The authority wants huge concessions in benefits and are offering very little in wage increases. Local 393 has received tremendous support from their membership, and will continue to fight until a fair deal is reached.

### **Local 424, NJ**

The local reached an agreement with AGL Resources on a 3-year contract in November 2012. AGL sought major contract changes, but Local 424 made many gains, including 9% in wage increases. Local 424 was able to fight off many of the concessions that the company had demanded. This contract expires in November 2015.

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### **Local 447, NY**

Local 447 and the Great Neck Water Authority agreed to a 4-year contract in 2013, which provides a 12% wage increase along with other improvements. This contract expires December 31, 2017.

### **Local 462 and Local 462C, Taunton, MA**

Local 462 represents union members at Taunton Municipal Light. Just coming off three-year contracts, we were able to settle two fair one-year contracts after some complications, with great help and information from our UWUA national representative. We are much engaged in local charities that help our community.

### **Local 466, Braintree, MA**

Local 466 represents the members in the Braintree Water Department. Since the last convention, we have negotiated a contract maintaining all our benefits, but only two percent GWI's. We are seeking to correct this pay issue in 2016, when our current contract expires.

### **Local 470-1, Bridgeport, CT**

In 2011, the local negotiated a four-year CBA with NAES Corp, for members at the Bridgeport Energy plant, and in 2014, a four-year extension with PSEG for members at the Bridgeport Harbor and New Haven Harbor plants. Since the NAES contract in 2011, we have negotiated the transition through two different plant sales, to Capital Power and, most recently, Emera Energy in

2014, improving our agreement through each sale.

### **Local 476, NY**

Local 476 successfully negotiated a new CBA in 2012, to expire at the end of 2014. A one-year extension was agreed to by the Westchester Joint Water Works and new Local 476 President Joseph Webb, who took office in January 2015, succeeded President Frank Arcara. The extension will expire December 31, 2015.

### **Local 501, NY**

The local reached a 5-year agreement with the Hicksville Water District, which saw improvements to working conditions and a nearly 16% wage hike over the life of the contract. This contract expires at the end of 2018.

### **Local 534, NJ**

David Pluchino succeeded John Birkner as president of Local 534. The current CBA with Bergen County Utility Authority is due to end December 31, 2015. The local is preparing for negotiations to achieve a new CBA before the end of 2015.

### **Local 534B, NJ**

In January 2012, Local 534B reached an agreement on a new CBA with the North Bergen Utility Authority. After, Local President Ivan Diaz, replaced President Caesar Baez. The local is preparing for negotiations, with the CBA expiring at the end of 2015.



### **Local 555, Seabrook, NH**

The members of Local 555 received top rating from the Institute of Nuclear Power Operations, for an unprecedented fourth time in a row. We received 99.14% of our Incentive Plan payout for the past year. Our pay raises have also been excellent.

Negotiations were concluded successfully with mostly positive results. We staved off transfer to an inferior health plan, and Fire Fighters maintained their jobs.

### **Local 584, DE**

Local 584 recently organized the clerical employees at United Water Delaware. Local 584 is currently in negotiations on the first contract for these new members.

### **Local 590, Plymouth, MA**

Local 590 represents the professional members at Entergy's Pilgram Nuclear Station. We have negotiated two good contracts since the last convention.

### **Local 601, NJ**

The local reached an agreement with Public Service Enterprise Group on a 3-year contract in 2014. The nearly 1,200 members of Local 601 saw improvements in wages, working conditions, and other contract areas. This contract expires at the end of April 2017.

## **REGION II LOCAL REPORTS**

### **Local 69 – Dominion Transmission**

The members of Local 69 have been on the front lines fighting “right-to-work” in West Virginia. Local 69 has been providing many steward training sessions, and have even included Local 304 stewards in this training, with positive results.

### **Local 102 – FirstEnergy**

Local 102 had a very difficult time with negotiations for a new collective bargaining agreement with FirstEnergy. The members voted down the company's offer and decided to take action against the company. After many sessions under federal mediation, the two sides finally came to an agreement, which was ratified by the union.

### **Local 102, Branch Local 180 – FirstEnergy, PA**

Local 102 members were locked out by FirstEnergy. After a lengthy struggle, the company finally ended the lockout and implemented their last, best and final offer. Negotiations continued under federal mediation, and eventually



the company and the Union came to an agreement for a new contract.

### Local 164 – Westmoreland County, PA

Local 164 negotiated a five-year agreement in 2012, with 2.5% increases in wages across the board. The local preserved benefit levels, including the defined benefit pension plan, healthcare, and a week of sick time for each year of service, with no limit. They have won cases protecting job rules, and reversing the firing of two brothers discharged without just cause.

Our members were caught in a corporate struggle between insurance and medical providers **UPMC** and **Highmark**. Local 164 was able to negotiate the addition of the UPMC Health Plan to our collective bargaining agreement. Local 164 welcomed seven new members in April 2015, from **Jeanette Municipal Authority** and **Teamsters Local 30**, with improved benefits.

Four Local 164 brothers garnered national media attention for saving

multiple lives from a burning home. In the pre-dawn hours of June 12, 2014, Dave Hall, Rich Salandro, Frank Francia, and Steve Rosatti sprang into action in Scottsdale PA, as they repaired a water leak by using a backhoe and dump truck to remove a family of four from the second floor of a home

engulfed in flames. They also kicked in the rear door of the fiery house, awaking three downstairs tenants, and escorted them to safety.

### Local 220 – New Kensington Municipal Authority, PA

Local 220 members ratified a new agreement after six years without a new collective bargaining agreement. Major concessions were demanded by the municipal authority, but the union was able to beat back most of them.

### Locals 242 and 666 – Steel River (Peoples Gas)

The locals work for the same employer, and their territories are next to each other. The company has indicated a preference for combining both locals under the same collective bargaining agreement. Steel River also has a Steelworker local in the same area, and would like them under the same agreement also.

### **Local 304 – Haywood, WV**

Local 304 started 2011 bargaining for a first contract with **FirstEnergy**. The union and the company entered into Confidential Federal Mediation in the spring of 2014, which ultimately produced a ratified agreement in August 2014. During this process, numerous charges were filed and won with the NLRB, resulting in financial reimbursements to the members in excess of \$1.25 million. The local was successful against a decertification election in June 2013, winning more support than they had in their 2010 certification election. Local 304 is currently working under a 3.5 year collective bargaining agreement, standing on its own two feet and growing as a new local of the UWUA.

### **Local 433 – Pittsburgh, PA**

Local 433 has more than 400 members in multiple units, and multiple contracts with various employers. Members at **ALCOSAN** (the largest unit) received 11.2% in wage increases while enjoying fully paid health care. Local 433 organized two new groups in the last three years: a 30-member group at the ALCOSAN property, and a 25-member group at the Pleasant Hills Borough, who are currently working under their first bargaining agreement.

### **Local 487 – in and around Irwin, PA**

Local 487 has seven different units, with seven separate bargaining agreements. There were five new agreements in 2014 and 2015. Many of these

groups have negotiated new agreements with minimal or no increase in health-care costs, while fighting to maintain post-retirement healthcare. The unit employed by **Western Westmoreland Twp.** has been at the table fending off excessive concessionary demands by the employer for more than three years.

### **Local 516 – Bloomsburg, PA**

Following their agreement expiration in December 2010, Local 516 ratified a new three-year agreement in December 2011, after a twelve-month battle. This small group stayed dedicated and focused, while winning numerous charges against the employer during that time. The local is currently preparing to start negotiation of a new agreement in the fall of 2015.

### **Local 537 – American Water**

American Water imposed unfair work changes in Huntington, WV, Maryland, and Pittsburgh, PA. The Local 537 members in Pittsburgh went on an unfair labor practice strike, which was deemed a lockout. This was very successful, and they were able to return to the table and reach an agreement. Maryland and Huntington, WV, were able to follow suit.

### **Local 575 - Nanty Glo, PA**

Local 575 is very small and split into two entities, wastewater and potable water for the town of Nanty Glo, PA. The potable water side negotiated a new 3-year agreement in 2014, with no concessions and a sizable wage increase.

### **Local 580 – Indiana, PA**

Local 580 completed bargaining on a new five-year agreement early in 2014, months before the expiration of the current contract. The local ratified a very good contract with a minimum of 3.5% for each year, no increase in health care premiums, while improving their pension and many other provisions of the CBA.

### **Local 604, Lakeland, FL**

The UWUA reached out to employees of City of Lakeland's Lakeland Electric to organize. After a challenging campaign, a brand new local emerged. Through competitive bargaining, the UWUA won a powerful contract in a "right-to-work" state. Working with the new members, the local set out to organize Lakeland Water. The Water Utility employees accepted the challenge to join their brothers and sisters of 604. They won a contract settlement in 2014.

### **Local 686 – Philadelphia, PA**

In 2013-2014, Local 686 was faced with privatization of Philadelphia Gas Works, the largest municipally owned gas company in the country. The local secured the support of business leaders, the Pennsylvania Public Utility Commission, state legislative bodies, and the Chamber of Commerce. The local proved that the privatization sale proposed by the mayor would hurt Philadelphia's poor and elderly, and might compromise citizens' safety. The sale was effectively prevented.

### **NEPA Solidarity Council - Central to Eastern, PA**

The NEPA Council are members of **Locals 406, 407, 408, 529, 332, 554 and 435**. This council was developed in 2011, for the purpose of gaining strength at the bargaining table and better representation through a collective effort. The local members all have the same employer, but are geographically dispersed. The council practices local to local, member to member communication on a regular basis. The smaller groups have gained the financial resources needed for grievances and arbitration, and strengthened their hand in negotiations and grievances in 2015.

### **REGION III LOCAL REPORTS**

#### **Locals 118, 126, 140, 350, 351 & 457**

Contracts with FirstEnergy are scheduled to expire in mid-2015. The locals began meeting with the company in the fall of 2014. Those early negotiations resulted in ratification of new agreements that won't expire until mid-2020.

#### **Local 175, OH**

Local 175, located in Dayton, OH, represents members at Dayton Power and Light (DP&L), a subsidiary of AES, as well as Vectren Energy.

The Vectren contract expired on October 31, 2012, and the membership rejected the company's offer over safety concerns. At 7:30 am on November 16, the company locked



them out. With the assistance of Federal Mediation and Conciliation Service, the local continued negotiations and successfully addressed the membership's safety concerns. The new three-year agreement included improved wages, health care, and retirement benefits. The agreement was ratified, and employees returned to work.

The local's contract with DP&L was set to expire on October 31, 2014. The local was able to negotiate a three-year successor agreement that included rolling hourly incentive pay into the base rates before applying the annual percentage increases. In addition, there was an increase to the pension formula in the first year, improved company match and contributions to 401k, and continued company contributions for quality medical insurance.

### **Local 270, OH**

In early 2012 FirstEnergy notified Local 270 they planned to close all three of the coal-fired generating plants along the Lake Erie shore. However, the Federal Energy Regulatory Commission intervened and required the plants to continue operations until certain transmission and substation upgrades were completed.

The company also installed synchronous condensers at the Eastlake Plant to maintain voltage which will be manned by 12 members.

The local bargained over the effects of the plant closing, and reached an

agreement with the company on a three-year contract extension, with a Voluntary Severance Program tied to the pension plan, ensuring pensions and retiree healthcare remained intact. In addition, any member desirous of continuing employment has the ability to transfer to another job. There will be no layoffs.

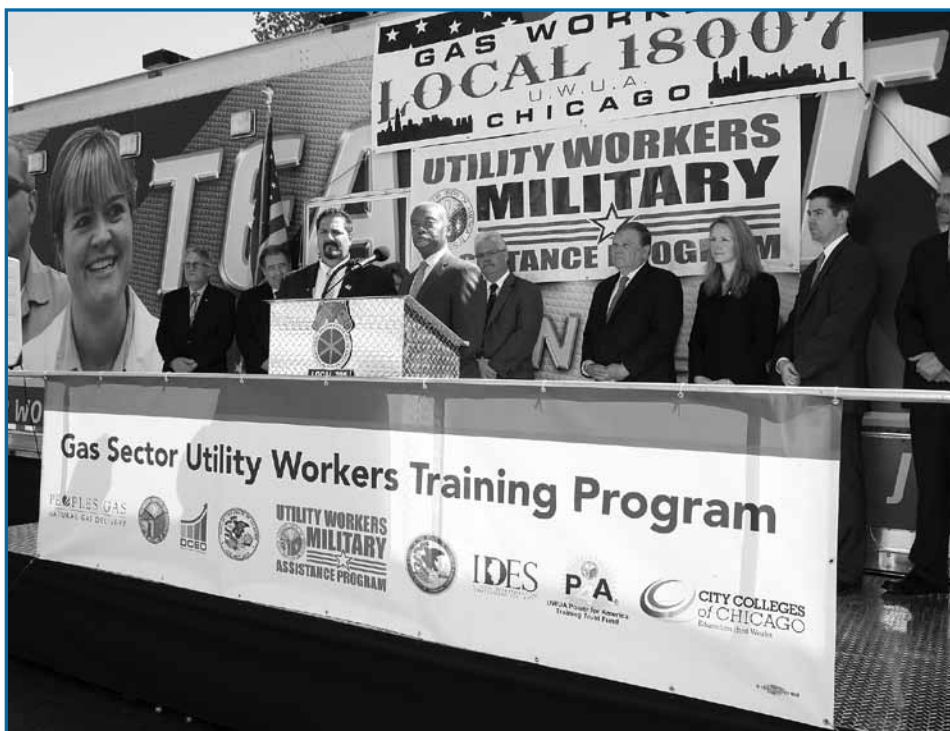
The local negotiated a three-year agreement with NRG for members at the Avon Lake Plant, which is being converted from coal to natural gas.

### **Locals 349 & 430, OH**

The 349 & 430 contracts with Columbia Gas were scheduled to expire in January and April 2012, respectively. Both locals successfully negotiated and ratified new five-year agreements, providing annual wage increases and continued benefit packages.

### **Aqua Ohio Water Council, Locals 425, 427 & 428**

The Ohio Water Council successfully negotiated a new four-year contract in early 2015. The agreement includes annual wage increases, an additional paid personal day, improved footwear allowances, and allows an employee to continue to accumulate seniority during injury or illness leave for up to 24 months. The company will make a lump sum contribution to employee's 401k in the first three years, and continue their match on the member's contribution based on base rates. Beginning no later than January 1, 2018, the member's



contribution and a 4% match by the company will be on gross wages.

## REGION IV LOCAL REPORTS

As a result of the 2010 elections, Michigan quickly became a state hostile to working people and union members specifically. In December of 2012, Michigan became the 24th State to enact so-called “Right to Work” legislation for both public employee unions and private industry unions. But the assault on working families and in particular, public employee working families did not stop there. For the members who work under a public employer collective bargaining agreement in Michigan, their ability to secure good contracts was significantly

hampered by the Michigan Legislature. Now, according to state law, health care costs for employers are capped, and excesses to those costs are passed 100% to employees, contracts must be ratified by their expiration date, or significant financial costs are passed on and step increases are forgone. No longer can wages and the like be retroactively applied in the event a contract goes past its expiration date. This can leave very little incentive for public employers to work with union bargaining committees in reaching a fair contract.

In spite of these setbacks, and Michigan’s slowly rebounding economy, public sector UWUA locals have been working to overcome employer cost shifts since 2010.

## Michigan State Utility Workers Council (MSUWC)

The Michigan legislature is now considering bills to repeal prevailing wage laws; preempt local governments from establishing any ordinance that regulates employer-employee relationships, living wage or paid sick time that is better than what is in state law; and requiring public employee unions to recertify as the exclusive bargaining agent every two years.

In preparation for the membership falling under the right-to-work law, as a result of new contracts being negotiated during 2014 and 2015, the MSUWC, with the help of National legal counsel, has obtained new dues check-off cards for all current members. The card more clearly defines the member's rights under the right-to-work legislation, but also confines the period of time during which a member or non-member can opt out of paying dues. The state law allows for a member to opt out of membership at any time. Federal law governing dues check-off allows for an annual window of opportunity to opt out of paying dues, related to the date on which the dues check-off card was signed. A member could opt out of union membership, but still be required to pay dues as called for on the dues check-off agreement they signed, unless they opt out within the window of time provided.

In order to encourage members to sign new dues check-off cards, the council has begun providing annual membership cards signifying that the member is in good standing for the year

in question. The membership cards are similar to those offered by the National; however, the council found it more cost effective to purchase a card printer and print the cards in-house. The new membership cards have proven to be a big hit with the members and have helped with the gathering of new dues check-off cards.

Negotiations over the **Midland Co-Generation Venture (MCV)** contract began in early January 2014. The company chose to utilize an anti-union outside legal counsel as its lead spokesmen. As the MSUWC feared, this meant a completely different approach to contract negotiations for the MCV contract. The union's negotiating team, which was a combination of the Local 564 Executive Board and the Council Executive Board, held strong throughout a tough ten days of negotiations and secured the following:

- 5-year contract, 2% per year wage increase
- Establishment of two new classifications – Plant Operator II and Entry Operator
- Reduction in Plant Operator wage – all current Plant Operators made Plant Operator II
- Eliminated current starting and standard rate for four classifications
- Protected overtime
- Protected union business requested and approved; strengthened language regarding 401k, DCCP, and

### Retiree Healthcare Account

In July of 2014, the council entered into negotiations with **Marysville Ethanol** management for the contract expiring on September 1, 2014. Unlike the MCV negotiations, Marysville Ethanol negotiations went very smoothly, with the union winning significant gains. The contract highlights are as follows:

- 7-year contract
- Minimal healthcare premium co-pay
- Wage increases range from 20-30% over term of agreement
- Additional 1.5% into 401k
- Addition of vacation schedule
- On-call and minimum call-out pay

On December 18, 2014 a NLRB election was held to determine whether the UWUA would be the exclusive bargaining agent of 18 operating and maintenance employees at the Jackson Michigan Juniper Gas Generating Plant. The vote was 18 yes and 0 no. The plant is in the process of being purchased by Consumers Energy and will change hands in December 2015. The membership is employed by NAES, a contract operating company and it is Consumers Energy's intention to offer employment to the 18 operating and maintenance employees. The council is in the process of determining whether to put any effort into negotiating with NAES or waiting for the sale to be complete and negotiating with Consumers Energy.

With the Consumers Energy OM&C contract set to expire in June 2015, the council agreed to enter into early negotiations with Consumers Energy utilizing a mutual gains bargaining (MGB) approach. The MGB process allows for the involvement of more members in the development of options aimed at resolving one party or the other's issues.

As a result, four joint option teams were put in place, made up of members of management and local presidents within the council. The option teams included one gas team, two electric teams and a generation team. Additionally, there was a data team that was focused on validating any numbers utilized throughout the process. The result of these negotiations was significant, and a new 5-year contract (June 2015 – June 2020) with Consumers Energy was ratified overwhelmingly by the membership by April. The contents of this contract include, among other things:

- 3% general wage increase for each year of the agreement, with the existing COLA folded into the base rate and a yearly COLA true-up
- A guarantee of percentage of work to MSUWC members/classifications covered under the contract
- Gas and Electric Field – 85%
- Generation Maintenance 80% by contract term
- Generation Operations and Fuel Supply 100%, including new emissions equipment
- Increase in night shift premium and

Saturday and Sunday premiums

- Increase in per diem and per day in lieu of board
- Increase in on-call pay
- Increase in clothing allowance
- Bonus for storm response
- Health care PPO plan from 85% to 80% with caps on weekly employee contributions
- Medicare exchange account for Medicare retirees beginning last year of the contract
- 100% pension survivor benefit after age 55 for deceased actives
- Increase in employer 401(k) match
- Increase in life insurance
- Establishment of generating plant 12-hour rotating shift schedule as a pilot at selected plants

After much negotiation, the council reached an agreement with the company in 2012 for the re-establishment of an underground construction group to supplement the gas distribution and transmission and storage in new construction. With negotiations completed on wages, work schedules and classification rates, several hundred new members have been added, and the council and the UWUA taking on the necessary training.

As a result of some forward thinking language in the 2010 Consumers Energy contract, the council was able to sign an agreement establishing job titles, job descriptions and wage rates for the first of Consumers two

planned wind farms. The agreement marks the UWUA's first represented wind farm, and will expand into a second wind farm, already under construction, in 2016.

The MSUWC Political Action Committee (PAC) fund participation has increased since 2010 from 3% to 20% of the membership, with similar increases in participation in the National's COPE fund.

### **Local 18007, IL**

In 2013, Local 18007 secured a new five-year term for their members, with close to a 16% wage increase over the course of the new deal. Through tireless work by the local and Business Manager Rick Passarelli, they were able to secure jobs for more than 100 veterans through the UMAP program. This program gives veterans returning from active duty a secure job with Peoples Gas. The local was also able to secure the defined benefit pension plan until at least 2020. The main replacement program has been in full effect, and Local 18007 members have retired several miles of cast iron gas main.

In late 2010, the local organized Osmose, which works exclusively in Illinois for Exelon, doing pole integrity checks. They have more than forty year-round employees under a four-year contract, which is worth close to 10% over the course of the contract.

### **Local 223, MI**

In March 2013, Local 223 successfully negotiated a new 4-year agreement for its members employed by **DTE En-**

**ergy.** The agreement, which was overwhelmingly ratified by the local membership included the following provisions:

- 3% wage increase each year of the contract with additional two lump sum payments
- Health care maintained with reduction of spousal surcharge
- 401(k) improvements
- Change from employer provide post-65 health care coverage to an annual subsidy for a Retirement Reimbursement Account with inflation adjustment for Medicare wrap around coverage
- New hire employer contribution into a 401(k) plan
- Increase in employer contribution into VEBA plan accounts

In November, 2013, members employed by Detroit Thermal ratified a 5-year agreement. Some of the contractual highlights are as follows:

**2014** – \$750 signing bonus and \$.50 hourly pay increase

**2015** – \$.25 hourly pay increase

**2016** – \$1,000 lump sum payment for all

**2017** – \$.50 hourly pay increase

2014 was a busy year for Local 223, with numerous contracts negotiated and successfully ratified. Members at **Hamtramck Energy Services** ratified a 5-year contract with lump sum increases won each

year of the agreement. Supervisory members employed by the **City of Port Huron** won a 3-year agreement with lump sum payments throughout the term of the contract and improvement in dental coverage. Members employed by **Citizens Gas Fuel Company** were rolled under the Local 223 – DTE contract, with wage improvements and retiree health care contributions enhanced. Finally, in 2014, after several years of negotiations, Local 223 successfully brought a number of its members **jointly employed by DTE and the Bartech Company** into its contract with DTE Energy.

In 2015, Local 223 successfully negotiated a 5-year agreement with **East China, LLC** which included wage increases and a signing bonus; the local also added 24 licensed operators from the **Fermi 2 Nuclear Power Plant** under a new contract. The local negotiated a new 2-year agreement for its DECON members at Fermi 2 Nuclear Power Plant employed by **Bartlett Nuclear**, which included a 3% wage increase.

In May of 2014, Local 223 membership approved new constitution and by-law changes.

Over the past several years, Local 223 has provided educational workshops open to all members. These workshops have included topics such as:

- How the National Labor Relations Act works and how to investigate/ file a charge
- Discipline and Discharge



- Just Cause provisions
- How to file and win a Past Practice grievance
- How to research and file a grievance
- Understanding Michigan's Workers Compensation laws
- Tools for being a union leader in a "Right-to-Work" state

### **Local 335, MO**

One-year contract extension with a 2.25% wage increase. Set to expire in October 2015.

### **Local 398, MO**

In June 2014, Local 398 was scheduled to come off of a five-year contract. Instead, Black River Electrical Co-Operative offered a five-year contract extension with close to a 15% wage increase. It was ratified by the members. The new expiration date will be June 2020.

### **Local 405, IL**

One-year contract extension with a 2.25% wage increase, set to expire in June 2017.

### **Local 413, MI**

Local 413 secured a two-year agreement in March of 2013, with a 2.5% wage increase. The local union and the employer are currently in contract negotiations for a renewal agreement.

### **Local 445, MI**

In August 2014, Local 445 successfully ratified a new three-year deal, which provides for job growth for Local 445 members. There were some improvements made on issues such as pension, healthcare, and job bidding. The local also won an arbitration victory, which brought back a long-time member.

### **Local 455, MO**

One-year contract extension with a 2.25% wage increase, set to expire in June 2018.

### **Local 467, IL**

At the end of 2014, Local 467 ratified a new four-year contract with Aqua Illinois, with no significant takeaways. There were changes to their call out procedure to ensure that UWUA members would be utilized instead of outside contractors.

### **Local 482, MI**

In April of 2012, Local 482 reached a four-year contract with the City of Bay City, which included a 2% wage improvement in June of 2015, predicated on an increase in the City's General Fund balance (revenue increase).

### **Locals 488, 504, 531, MI**

In June 2012, Locals 488, 504 and 531 secured a one-year agreement with the Detroit Water and Sewer Department that included significant contract language changes mandated by a federal court decree that resulted in the reor-

ganization of the Water and Sewer Department. The Detroit Water and Sewer Department had been under federal oversight for a number of years. The Water and Sewer Department is an organizational department of the City of Detroit. At the time of the contract agreement, most other local unions affiliated with other international unions that had contracts with the city saw their contracts nullified by the city and the state. None of the UWUA locals were subject to wage cuts or other imposed concessions other than those of the Federal Judge orders and their contracts remained intact. In March 2013, Local 488, 504 and 531 entered into a new three-year agreement with the Water and Sewer Department. Also in March 2013, the State of Michigan declared a financial emergency for the City of Detroit and appointed an “Emergency Financial Manager” (EFM) pursuant to Michigan Public Act 436. On July 18, 2013, the City of Detroit declared bankruptcy, the largest municipal bankruptcy in U. S. history. On July 31, 2013, the Emergency Financial Manager appointed to oversee Detroit’s bankruptcy and reorganization ordered a suspension of bargaining by operation of law. Since UWUA Locals 488, 504 and 531 had unexpired collective bargaining agreements, the department stated that it would honor the terms and conditions of those contracts, with the exception of terms and conditions that have been under the authority of the federal court overseeing the city’s bankruptcy proceedings. The bank-

ruptcy proceedings and the resultant settlement agreement have significantly affected UWUA member’s active and retiree health care benefits and pension benefits.

In January 2015, the City of Detroit emerged from bankruptcy proceedings, but department reorganization as mandated by the federal judge overseeing the Water and Sewer Department prior to the bankruptcy is ongoing. Although, there have been no wage concessions implemented by the department on UWUA locals and their membership (which is significant in itself), the UWUA and the Water and Sewer Department have been at odds over benefit issues that have come out of the reorganization. In August 2014, the department indicated that it was unilaterally transferring membership of Local 488 and 531 (UWUA asserts illegally) out of their respective local unions and into other international unions or non-represented positions. The UWUA has filed charges of unfair labor practices with the State of Michigan. The state has so far refused to act on these charges citing that the matter is under a clarification of order request by the Detroit Water and Sewer Department back to the federal judge who had oversight authority before the State appointed the Emergency Financial Manager.

*Note:* The City of Detroit’s bankruptcy was driven by a severe decline in revenues (and, importantly, not an increase in obligations to fund pensions). Depopulation and long-term

unemployment due to loss of manufacturing caused Detroit's property and income tax revenues to plummet. The State of Michigan exacerbated the problems by slashing revenue it shared with the city. The city's overall expenses have declined over the last five years, although its financial expenses have increased. In addition, Wall Street sold risky financial instruments to the city.

### **Local 500, IL**

One-year contract extension with a 2.25% wage increase, set to expire in December 2015.

### **Local 517, MI**

In December 2014, Local 517 reached agreement with the Monroe County Drain Commission for a new three-year agreement after over a year of contract negotiations. The final agreement included lump sum payments of \$1,000 per year of the contract and a signing bonus. Improvements were made in clothing allowance, certification pay and the grievance procedure.

### **Local 525, IA**

Contract set to expire in 2017, with extension pending.

### **Local 526, IA**

One-year contract extension with a 2.25% wage increase, set to expire July 2016.

### **Local 532, MI**

In June 2014, Local 532 successfully reached a three-year contract with the City of Port Huron, which included 2% wage improvement as well as significant certification and classification rate improvements. The Local was also able to reach agreement with the city on keeping health care cost sharing in check for the life of the agreement. In June 2014, the local also reached agreement with the City of Port Huron Housing Commission on a three-year contract which included 2% wage improvements per year and improvements in working conditions and restrictions on the use of temporary employees.

### **Local 533, MI**

In June 2012, Local 533 negotiated a new three-year contract with the City of Croswell, Michigan. The agreement did not realize any wage improvement, however the agreement does provide for significant employer contributions to employee health care. Being a public employer, by state statute, the city council voted by two-thirds majority to opt out of the health care limitations imposed by the state, thereby maintaining employee health care at previous benefit levels. The local is in contract negotiations for a new agreement.

### **Local 541, MI**

After having lived through austerity measures due to revenue shortfalls imposed by the City of Bay City, Michigan, Local 541 (Supervisory Unit)

reached a three-year agreement in August of 2014. The agreement included a wage improvement of 5.5% over the life of the agreement, partially offset by employee pension contribution increases. Improvements in step-up and work-out-of-classification were made as well as reinstatement of previously suspended wage collaterals.



### Local 542, MI

After having lived through austerity measures due to revenue shortfalls imposed by the City of Bay City, Michigan, Local 542 reached a three-year agreement with the city in August of 2014. The agreement included wage improvement of 4.5% over the life of the contract and reinstatement of several monetary benefits that had been suspended. The contract also saw improvements in certification pay, promotional language, and restrictions on supervisors working. After protracted and difficult negotiations, Local 542 secured a three-year agreement with FinancialEdge Community Credit Union in September 2013, that included 2.75% wage increases and step-up pay improvement.

### Local 543, MI

In May 2014, after over two years of bargaining including almost a year of state mediated bargaining, Local 543 successfully concluded very dif-

ficult contract negotiations with the Monroe County Road Commission for a new two-year agreement. The contract includes two lump sum payments and relief of significant health care cost sharing that members were experiencing as a result of state law implementation.

### Local 640, IL & FL

One-year contract extension with a 2.25% wage increase for Alton, IL, Call Center employees, set to expire October 2015. Contract for Pensacola, FL, Call Center employees set to expire in October 2015, with extension pending.

### Utility Lines Construction Company, Hydaker-Wheatlake Company – Transmission Trades

In September 2014, the UWUA Transmission Trades bargaining unit and the Utility Lines Construction Company (ULCS) entered into a four-year agreement, which included

7% wage improvement, increased employer contribution to the UWUA Health and Welfare Fund, increased employer match to the 401(k) plan, and additional personal time among other items. In July 2014, the UWUA Transmission Trades bargaining unit and the Hydaker-Wheatlake Company reached agreement on a four-year agreement which included a 9% wage improvement, vacation improvement, increased employer contribution to the UWUA Health and Welfare Fund, the establishment of a UWUA Retiree Health Reimbursement Arrangement (RHRA) and a lay-off provision among other items. In January 2015, the UWUA was informed that contract that Hydaker-Wheatlake had with the International Transmission Company (ITC) to provide warehousing and logistical services was not going to be renewed effective March 2015. This affected the entire UWUA membership employed by Hydaker-Wheatlake. ULCS picked up the work performed by Hydaker-Wheatlake, and subsequently, the UWUA entered into an accretion style Letter of Understanding transferring all affected UWUA Hydaker-Wheatlake employees to ULCS under the UWUA/ULCS contract, with no loss of seniority or pay.

### **Legislative/Regulatory Activity**

In March 2015, the UWUA provided policy recommendations for the Michigan House Energy Committee to consider as it moves forward with consideration of new energy legisla-

tion, including consideration of the effects of the Clean Power Plan.

In April 2015, the UWUA provided written and oral testimony to the Michigan House Energy Committee on the benefits to all classes of customers with regard to pricing, consistency for planning and reliability for returning Michigan to a fully regulated state.

(See pages 27-29 for additional MI regulatory activity.)

## **REGION V LOCAL REPORTS**

### **Local 51, NM**

On July 26, 2012 the Roswell unit negotiated wage increases of six percent for the past 3 years with no take-ways. The union limited restrictions on job disqualifications as a result of disciplinary action, revised the grievance procedure and demanded on line job descriptions. A wage opener is scheduled for this year. The local forced a settlement in their first arbitration case. The city had restricted driving privileges for three Local 51 members while threatening their employment altogether. This action was based on a policy that was not given or negotiated with the union. The union members were made whole and overtime that was missed was paid to the members.

### **Locals 127, WY and 197, OR**

Due to the 5-year contract extensions negotiated by these local unions with PacifiCorp, no general negotiations were necessary during the period covered by this report.



## **Locals 132, 483, and 522, CA**

Southern California Gas Company is the second largest natural gas distribution company in the world. They employ over 4,500 utility workers, members of three local unions; 132, 483 and 522. Of these, approximately 3,900 are members of Local 132.

### ***UWUA Legislation signed by the Governor SB 705 & SB 1371***

It was reported to the 29th Constitutional Convention that these locals were sponsoring gas safety legislation in California. This bill, SB 705, was a direct response to a gas explosion that killed eight people in San Bruno, California in 2010. We are happy to report to the 30th Constitutional Convention that Governor Brown signed SB 705 on October 7, 2011. The new law makes safety the highest priority in the operation of a gas utility system, requires each gas utility to establish a safety plan to achieve specified outcomes with robust and ongoing participation of utility employees in plan development and implementation, while maintaining an adequate work force.

In 2013, UWUA President Langford encouraged these locals to partner with the BlueGreen Alliance on behalf of the Utility Workers National campaign to rebuild the country's infrastructure in gas, electric and water, putting America back to work. In response to President Langford's recommendation, Locals 132, 522 and 483 sponsored SB 1371. This bill

directs the California Public Utilities Commission (CPUC) to develop and implement a comprehensive statewide strategy to reduce emissions of methane, a powerful greenhouse gas and the main component of natural gas, by preventing and repairing gas leaks throughout California.

SB 1371, authored by state Senator Mark Leno, mandates the timely repair of all gas leaks and the identification of best practices in gas leak detection and repair. In conjunction with President Langford's national program, SB 1371 will result in the employment of California workers, starting with our own Utility Workers Union. With support from the national UWUA, BlueGreen Alliance, California AFL-CIO, Environmental Defense Fund, Sierra Club, Los Angeles Alliance for a New Economy and others, SB 1371 was signed into law by Governor Brown on September 21, 2014.

### ***2015 Southern California Gas Company's General Rate Case Filed with the California Public Utilities Commission:***

On July 29, 2014 in Washington, DC, UWUA President Langford attended a conference hosted by the U.S. Department of Energy and Energy Secretary Dr. Ernest Moniz. This meeting included CEOs of major corporations and utilities and union leaders from around the country. In this meeting Debbie Reed, CEO of Sempra Energy (parent to the Southern California Gas Company), challenged President Langford to support the gas company's

request for a rate increase. In response, Locals 132, 483 and 522 joined together and agreed to support all revenues sought by the company in exchange for assurances that ratepayer dollars will be directed to areas that will increase safety, customer service, maintenance, skill building and training. Below are some examples:

### ***Arbitration Proceeding “Contracting Out” (Locals 132 & 522)***

Under the leadership of Local 132 President Robert Hoffman, the local challenged the gas company regarding the widespread contracting out of construction and distribution work typically performed by the bargaining unit members. The current collective bargaining agreement allows for only a certain percentage of contracting out. A grievance was filed in 2012, as the result of an explosion of contracting out that the union believed exceeded allowed percentages in the collective bargaining agreement. Local 132 was supported by Local 522 President Dave Sherman, whose members perform the “planning process” functions that were going directly to contractors. After two days of testimony it was clear to the arbitrator that the company was using “percentages” based on second-hand information, and not based on any electronic data! The arbitrator has offered to mediate a transparent process that would hold the company accountable to contractual limits. This arbitration will be the key to bring back our work and hire more utility workers!

### **California Water Utility Council**

Locals 160, 160C, 160D, 205, 283 and 484, which negotiate as a council with California Water Service Company, reached a 3-year agreement in December 2011. The new contract provided for a 3.25% wage increase for 2012, with a re-opener for the final two years, as well as other improvements and no take-aways.

The council negotiated a 6-year agreement in December, 2014 that locked in the defined benefit pension plan for the duration of the contract and provided wage increases of 3.25%, 2.75% and 2.75% with increases for the last 3 years tied to changes in the CPI-U. Medical premiums were increased, with creation of a joint union-company committee to redesign the healthcare plans.

The council continued its practice of meeting monthly with management to identify and resolve outstanding issues.

### **Local 246, CA**

This period has been exceptionally difficult for Local 246. In 2012, the local opened negotiations with Southern California Edison Company for a new CBA with the company demanding a virtual gutting of the contract. After holding firm through protracted negotiations, agreement was reached in April 2013 on a new 3-year agreement, absent most of the company’s extreme demands.

However, on June 7 of that year, Edison announced the permanent closure of the San Onofre Nuclear Generating Station (SONGS), where most

of Local 246's members worked. The company and union entered into effects bargaining over the shutdown, and in August 2013 an agreement was reached, providing for a process for force reduction and severance benefits for displaced workers. Membership at SONGS has dropped from nearly 900 to about 100, and is still declining.

In January 2014, Local 246 entered into negotiations with NRG for the El Segundo and Long Beach generating plants. A four-year agreement was reached in March, providing for wage increases of 2.75%, 2.6%, 2.6% and 2.9% as well as other contract improvements.

Local 246 opened negotiations with Golden State Water (GSW) in August, 2014. The contract was repeatedly extended month-by-month while the company stalled on supplying meeting dates. On March 1, 2015, GSW notified the union that it was allowing the contract to lapse and that it would no longer recognize the union as the bargaining representative, claiming to have received a petition signed by a majority of the members of the unit.

Local 246 is pursuing an internal campaign to force an election to establish that it does in fact represent a majority.

### **Local 259, CA**

In negotiations with San Jose Water Company, Local 259 reached a new 3-year agreement in December, 2013, with annual wage increase of 2%, 2% and 3%, with an increase in medical premiums.

### **Locals 508, 508A & 511, CA**

These three local unions represent workers at California American Water.

In July 2011, the Local 511 agreement was allowed to roll over for a year with no changes. In July 2012, a new contract was signed providing for strengthening of the seniority language and wage increases of 2.5%, 2% and 2.25%.

On Christmas Day, 2012, Local 511 and the entire UWUA suffered a terrible loss with the premature death of Local 511 President and National Executive Board member Tina Haynes. The local union is working with the company to name the new Monterey desalination plant after her.

Local 508 and 508A reached agreements on new 3-year contracts effective September 1, 2012 and February 1, 2013 respectively, providing wage increases of 2% each year.

### **Local 557, CA**

In February 2013, Local 557 reached agreement with the Lake Arrowhead Community Services District for a new 4-year MOU, providing annual wage increases based on the CPI=W.

### **Local 609, OR**

On January 9, 2014, this Medford unit negotiated a three-year agreement with a wage increase of 6%. The local received an increase in paid personal day allotments to six, and an increase in the boot allowance. In 2015, the local negotiated a dental plan paid entirely by the employer with zero contribution from Local 609 union members.

# Member-to-Member Action Networks

*“Join me in the fight to build worker power, build political power, and build the economic power we need to take back our country from those who seek to destroy it and the hard-working men and women who built it!” – Mike Langford*

## Fighting Back To Protect Working Families

Union members have always been the source of power for unions. It's the power of workers that makes the boss say “yes” and the politicians listen. At a time when technological advances and innovation should be leading American families to prosperity, the gap between the rich and poor in the United States is wider than at any time in the past 100 years. Contract negotiations have become increasingly more difficult, and political/economic policy has become a nightmare for working families.

It doesn't have to be this way. Working families can and should be doing better. Following Michigan Governor Rick Snyder signing into Michigan law “right-to-work” (for less) legislation, the top officers of UWUA decided, “Enough is Enough!”

In January of 2013, the Union launched an innovative new initiative to organize, educate, motivate, and mobilize all UWUA members.

## Internal Organizing in Michigan

On January 30, 2013, the 23 local unions comprising the MSUWC met to review the implications of “right-to-work” legislation. A few days later each of the divisions making up Local 223 did the same. Each group adopted the principles of establishing Member-to-Member Action Networks, and committed to utilizing existing steward systems and active local members to better engage each of their members.

Over the course of the next few months, meetings were held in Alpena, Holland, Traverse City, Port Huron, Monroe, and Bay City to support the development of Member-to-Member structures in each local – a total of 12 local unions participated. These combined efforts culminated in 36 of the 41 Michigan UWUA locals understanding the complexities of “right-to-work,” and having an organizational template to organize our membership for the fight back.

## Information Engages Members

To support the goal of creating greater membership activism, it is imperative to better inform local leaders on issues important to working families. A better-informed membership will result in having a more motivated and engaged union.

Over the next 25 months, to help implement the strategy, educational meetings and group seminars were conducted among numerous local unions and councils. Hundreds of UWUA leaders and members have attended these important sessions, and as a result, have a deeper understanding of labor's rich history and the challenges facing workers today. Locals developed new strategies to enhance personal communication skills. Local unions participating in these important sessions included: MSUWC (23 local

unions); AEP Council; Cal Water locals; all FirstEnergy locals (PA, OH, MD); Locals 69, 101, 105, 132, 160, 175, 223, 261, 388, 405, 483, 522, 537, and 600.

## **A National Priority**

Over the past 25 months, comprehensive education and “hands on” work developing effective M2M structures took place at UWUA national, regional, and sector conferences including:

- The 2013 P4A Conference in Chicago, IL
- The National Coordinated Gas Conference in Orlando, FL
- The MSUWC 2014 Political Action Conference
- 2014 Region 1 Victory Conference – Atlantic City, NJ
- 2014 Region 2 Victory Conference – Harrisburg, PA
- 2014 Region 3 Victory Conference – Columbus, OH
- 2014 Region 4 Victory Conference – Chicago, IL
- 2014 Region 5 Victory Conference – Long Beach, CA

## **Publications and Communication**

Preparing for the critically important 2014 mid-term elections, the UWUA E-Alert featured a seven-part series “economic update” intended to crystallize the impact of Washington economic policy decisions on working families. A variety of charts utilizing economic data and “talking points” gave local leaders the tools to have effective workplace

discussions, preparing members for the election.

In addition, *The Utility Worker* quarterly magazine chronicles M2M strategies and successes that are intended to inspire others to action.

## **Member-2-Member in Action**

Mobilizing for fair contracts, Local 600 developed a M2M Action Network to support 2014 bargaining. Likewise, Locals 132, 483, and 522 included the M2M approach to gather important information and member support for contract negotiations, Public Utilities Commission rate cases, and a landmark outside contracting arbitration.

Local 223 blazed the trail of using new innovations and member engagement in earlier negotiations and internal member contract campaign. Building on that success, the local utilized member activism as a tool to win a contract extension in 2013.

Throughout the struggle to win fair contracts for all FirstEnergy workers and defend members during the historic Local 180 lockout, dozens of FirstEnergy workers were mobilized to participate in community demonstrations and workplace actions designed to send messages of solidarity.

## **Supporting Community Needs**

Local 175 engaged in multiple food collection drives to help struggling families survive in Dayton, OH. In addition, the Young Workers Initiative Committee launched M2M based community campaigns in each UWUA region.

## Political Action

UWUA members in Local 405 took M2M to a new level. Organizing UWUA members for the 2014 elections also included developing coalitions with Muskegon UAW and teacher union locals. Well over 100 community leaders joined with the leadership of Local 405 for the important Michigan election.

## Internal Action

Local 1-2 developed a comprehensive neighborhood mapping strategy to reach out to 1-2 members to learn about workplace issues and recruit members to be more active in the local. The mapping strategy entailed identifying the location of each member's home throughout the multi-state area. The member's home is "pinned" and available on a mapping system that allows local leaders to conduct community meetings that are more convenient for members. In addition, the mapping provides invaluable assistance in identifying political action strategies.

## As We Move Forward

The UWUA of the 21st Century must be fundamentally different than the UWUA of the 20th Century. Moving forward, management and workers' political adversaries will become even more aggressive in attempting to reverse many historical gains made by union members. Therefore, every opportunity must be taken to engage more members, their families, and UWUA retirees in the affairs of the union. Moving forward, every local is encouraged to utilize M2M Action Networks to:

**1) Rebuild America:** UWUA members see first-hand our deplorable, deteriorating infrastructure. As we identify infrastructure needs, it will be UWUA leaders and members who will ignite a public discussion to rebuild America – and keep the country strong in the 21st Century.

**2) Current Leaders Mentoring New Leaders:** Each UWUA leader should commit to personally mentoring at least 2 co-workers (younger members) to be active union leaders.

**3) Young Workers Initiative:** The key to the future are younger members. As workplace knowledge is transferred to develop a new generation of leaders, meaningful personal relationships among all members must be built, and the best use of available technology to have the best-informed membership possible must be utilized.

**4) Retired Workers:** As workers retire from their jobs – they never retire from the union. Each local union should dedicate resources to develop active retiree chapters that can become an extension of the local union and continue vital resources to be used in our fight for justice

**5) Women's Caucus:** The workforce is becoming more diverse, and the UWUA embraces the opportunity to make sure "that a woman's place is in her union."

The ability to organize, inform, motivate, and mobilize members to action is the key to success. For the union to grow and win justice for members and their families, a historic level of member activism is needed. Having a strong and effective Member-to-Member program in each local union will be the key to future success.



# Special And Sectoral Conferences

## **UWUA Gas Conference - Phoenix, AZ February 2012**

UWUA President Mike Langford opened the conference of National and local Utility Workers reps working in the gas industry. Union Chief of Staff Stewart Acuff spoke on the importance of gas safety, especially regarding the question of “fracking.” Brother Acuff noted that natural gas is key to taking on the U. S. dependency on foreign oil, without losing sight of the need to meet safety and health concerns raised by various groups around the country.

Andrew Weissman, a gas industry consultant, spoke about the fracking process. Similar to drilling for oil, a hole is drilled thousands of feet deep, and pipe is placed in the hole. A combination of chemicals and water are used at a high pressure to separate shale for the release of natural gas pockets. The natural gas is then extracted and captured at ground level. The process has raised safety issues as to the chemicals used in the process, and what effect fracking may have on the water table and quality of the ground water if contamination occurs.

Mr. Weissman’s opinion was that the process was perfectly safe and presented no hazardous exposure to the environment and humans.

The next speaker was Mark McDonald, President of the New England Gas Workers Association. Mr. McDonald’s remarks dealt with the gas industry and the effects of deregulation on the industry. He noted the loss of good-paying jobs, and the need to hold the fracking process to a high safety standard. Some

companies’ safety records have been called into question. He addressed the use of government legislation as a valuable tool to hold companies accountable regarding safety, and the use of fracking in their operation.

Michelle Cooke, the interim director of Consumers Protection and Safety Division for the California Public Utilities Commission, spoke on gas safety regulations, and how they are changing as the gas industry grows faster day by day.

Linda Daugherty, deputy associate administrator for Pipeline Safety, Pipeline and Hazardous Materials Safety Administration, addressed questions raised by consumers, environmental groups, and elected officials across the country. She called for the immediate upgrade to the regulatory standards at the federal level, and spoke to emerging safety issues.

## **UWUA Water Conference - Chicago, IL Fall 2012**

UWUA members working in water and wastewater came together to share common workplace issues and concerns in their industries. Delegates from about 30 locals attended this two-day conference.

Safety topped the list of issues addressed, and UWUA National Safety Director John Devlin was on hand to discuss solutions. John also spoke about successful safety programs in different areas of the country, and offered many ideas for the attendees to utilize back at their locals. Speakers from the Environmental Protection Agency and the Illinois State AFL-CIO also contributed.



## Inter-Union Gas Conference

The Inter-Union Gas Conference of the AFL-CIO continues to grow in reputation as an outlet for sharing ideas and information amongst gas locals throughout the United States and Canada. The conference was created in 1980, and is hosted annually by participating international or national unions on a rotating basis. The participants are: Utility Workers Union of America (UWUA); International Brotherhood of Electrical Workers (IBEW); Communications, Energy and Paperworkers Union of Canada (CEP); United Steel Workers (USW); United Association of Journeymen and Apprentices of the Plumbing, Pipefitting and Sprinkler Fitting Industry of the United States and Canada (UA); and the United Food and Commercial Workers/International Chemical Workers Union (UFCW/ICWU).

The conference is open to any national or international union that includes gas workers and is in good standing with the AFL-CIO. Contributing unions agree to take part in the rotation to allow their members to attend. It was hosted in 2011 by the USW in Reno; in 2012 by the IBEW in Portland, OR; and in 2013 by the CEP in Niagara Falls, Canada.

In 2014, our National hosted the conference in Disney World, around the theme of pipeline infrastructure and worker awareness. The conference was well-attended, and the participation during the panel discussions was informative. AFL-CIO President Richard Trumka was the keynote speaker.

The conference included a wide variety of panel discussions and workshops. Mornings consisted of workshops on distribution, service and clerical, transmission, storage and field operations. Panels throughout the afternoons



involved pipeline safety, training veterans, best practices for O/M, training, operator qualifications and leak reduction. Delegates heard a history of unions, and information on investing and retirement.

In the fall of 2015, the UA will be hosting the conference in Las Vegas.

### **Good Jobs, Green Jobs National and Regional Conferences**

Since 2011, thousands of people have come from all over the country to attend the yearly Good Jobs, Green Jobs conferences. The UWUA has been a convener of the conferences, along with numerous unions and environmental, community and business groups. Participants share ideas and strategies to create good jobs while preserving our economic and environmental security.

In 2012, **Regional Good Jobs, Green Jobs Conferences** were held in Atlanta, Los Angeles, Philadelphia and Detroit. They discussed creating green jobs in communities from South Carolina to Tennessee to Florida to Texas, and rallying in support of the workers at American Reclamation, a recycling center where workers are organizing to improve working conditions.

Speakers included National Wildlife Federation President and CEO Larry Schweiger; Communications Workers of America President Larry Cohen; BlueGreen Alliance Jobs21! National Co-Chair Mark Schauer; Los Angeles Mayor Antonio Villaraigosa; Congressman Xavier Becerra (D-CA); Teamsters General President James P. Hoffa; White House Council on Environmental Quality Chair Nancy Sutley; Senator Chris

Coons (D-DE); Congresswoman Alyson Schwartz (D-PA); Congressman Chaka Fattah (D-PA); Philadelphia Mayor Michael A. Nutter; BlueGreen Alliance Foundation President David Foster; White House Council on Environmental Quality Deputy Director and General Counsel Gary Guzy; Deputy Secretary of Energy Daniel Poneman; United Steelworkers International President Leo Gerard; Sierra Club Executive Director Michael Brune, and Michigan AFL-CIO President Karla Swift.

At the regional conference in Detroit, the UWUA spoke to the need for a national policy that ensures that green jobs occur on the high road, and called for attention to a job transitional strategy to maintain high wage jobs and employment in the energy sector.

**The 2013 National Good Jobs, Green Jobs Conference** was held in April in Washington DC. The UWUA presented a workshop about the need to invest now in America's aging infrastructure. Speakers included UWUA President Langford; AFL-CIO President Richard L. Trumka; Congressman Henry Waxman (D-CA); Congresswoman Nancy Pelosi (D-CA); Senator Sheldon Whitehouse (D-RI); Governor Pete Shumlin (D-VT); and Transportation Secretary Ray LaHood.

**The 2014 National Good Jobs, Green Jobs Conference** was held in February in Washington. The UWUA presented on the impact of increasingly severe weather on the nation's infrastructure and population. The Union also spoke about the importance to upgrade our nation's aging electrical transmission

and distribution grids.

UWUA President Langford spoke during a moderated panel on the state of America's Infrastructure Deficit, and federal, state and local policy solutions to update the infrastructure, build good jobs and address climate change. Other speakers included Richard L. Trumka; Senator Amy Klobuchar (D-MN); President Bob King of the United Auto Workers; Administrator Gina McCarthy of the Environmental Protection Agency; Congresswoman Donna Edwards (D-MD); Congressman Keith Ellison (D-MN), and Senator Jeff Merkley (D-OR).

**The 2015 National Good Jobs, Green Jobs Conference** was held in April in Washington. The theme for this conference was "Working to Energize America" by repairing our failing energy infrastructure, making our current energy generation more efficient, and growing renewable energy throughout the country – creating and securing quality, family-sustaining jobs along the way. Speakers included Vice President Joe Biden and Senator Elizabeth Warren (D-MA). The UWUA spoke about the need for transitional assistance for workers and communities who are affected by power plant closures, and how such assistance benefits local economies. In another workshop, the Union called attention to the correlation between union density, economic disparity and environmental damage, and the need to ensure that "green jobs" are good jobs through collective bargaining.

# UWUA Contract Campaigns and International

The assault by corporate bullies and anti-union politicians on working families' standard of living escalates each passing year, but the UWUA has always risen to the challenge. The UWUA National Union continues to expand our ability to wage comprehensive campaigns, not only to defend members' existing contracts and hard-won working conditions, but also to get solid first contracts for new members after UWUA organizing victories.

four years earlier, plus \$10 million in back pay to resolve a National Labor Relations Board decision holding that the company's unilateral cutbacks were illegal under federal labor law.

The UWUA leads a coalition of nine national unions to negotiate the National Benefits Agreement, which establishes retirement, healthcare, and other benefits for 3,200 American Water employees in nearly 70 different bargaining units across the U.S. The



## Solid Victory: American Water

The UWUA culminated a four-year campaign against American Water's attacks on UWUA members, with a far-reaching settlement ratified by union members at the company. The American Arbitration Association certified on Oct. 30, 2014 that 67% of union members voting had ratified the new agreement.

The settlement included a new National Benefits Agreement with significant improvements over the terms unilaterally imposed by American Water's former management team nearly

UWUA represents the largest number of American Water bargaining units and 2,400 of the company's 6,900 employees.

The UWUA's campaign included initiatives to build grassroots opposition to American Water attempts to take over municipal water and sewer systems across the country. Over the course of the campaign, the UWUA spearheaded successful local efforts to block the company's expansion schemes in California, New Jersey, Missouri, Indiana, and Pennsylvania.

In August 2014, in a precedent-



setting case filed by the UWUA, the NLRB ruled that American Water had illegally slashed healthcare and other benefits for workers covered under the National Agreement in January 2011. The resulting settlement resolved the outstanding NLRB litigation with \$10 million in back pay for all union members affected.

The new four-year National Benefits Agreement reduced employees' share of healthcare costs and restored a retiree health benefits plan that had been unilaterally eliminated by the company.

The settlement also created a novel labor-management Health Care Cost Containment Committee, literally giving the UWUA and the other unions a seat at the table and an equal voice in monitoring the quality and costs of the company's healthcare plan in the future.

The global settlement also included an innovative feature granting all local unions at American Water an option to voluntarily extend their local agreements for an additional year, with a guaranteed 2.25% wage increase and no concessions. The UWUA campaign successfully replaced decades of hostile labor relations at American Water with a more productive labor-relations climate between management and union workers.

## **Solid Victory: FirstEnergy**

The UWUA successfully concluded another long-term campaign against FirstEnergy, after members of System Local 102 ratified a new contract in December 2014. The new agreement covers more than 700 UWUA members

at FirstEnergy utilities in Pennsylvania, Maryland, West Virginia, and Virginia, and followed successful resolution of two other agreements covering 300 additional UWUA members in West Virginia and central Pennsylvania.

FirstEnergy's hostile approach to workers hit rock bottom in October 2013, when top bosses in Akron implemented the sudden closure of two power plants in southwestern Pennsylvania, throwing 180 UWUA members out of family-sustaining jobs. FirstEnergy had also ordered the closure of UWUA-represented plants in Ohio the previous year.

In the case of the Pennsylvania plants, however, FirstEnergy refused to negotiate over the effects of the closures unless Local 102 opened its contract early to make way for painful concessions for hundreds of other UWUA members in the entire four-state bargaining unit.

In November 2013, FirstEnergy locked out nearly 150 UWUA members at the company's Penelec utility in central Pennsylvania three days before Thanksgiving. During the ensuing twenty-week lockout, management failed to break the resolve of Penelec workers – members of Branch 180 of Local 102 – to resist the company's demands for huge concessions in benefits, working conditions, and customer service standards.

The comprehensive campaign launched by UWUA in response to FirstEnergy's abusive conduct included rank-and-file mobilization techniques, shareholder initiatives, regulatory actions before state public service



commissions, and campaign initiatives designed to focus FirstEnergy's outside corporate directors on the abuses perpetrated by management in the company's name.

The UWUA also pursued a series of complaints before the NLRB, charging FirstEnergy with unlawful bargaining tactics. In March 2013, the UWUA won \$1.25 million in back pay for Local 304 members at the company's Harrison Power Station in West Virginia, after the NLRB issued a complaint charging management with illegally slashing workers' pay and benefits.

Workers at the Harrison plant had been struggling for years to overcome FirstEnergy's bad faith bargaining tactics, after having voted for UWUA representation in an election conducted by the NLRB in October 2010. In February 2014, the NLRB issued another complaint against FirstEnergy unfair labor practices at the Harrison plant.

Two months later, the board issued yet another complaint, charging FirstEnergy with sweeping labor law violations during negotiations in the System Local 102 unit.

The UWUA's persistent campaign efforts paid off in the end.

In April 2014, UWUA members at Penelec returned to work with heads held high, after FirstEnergy finally ended the grueling lockout, failing to grab a single take-away for all its efforts. Penelec workers ratified a new union contract the following August that substantially improved the terms of the agreement previously offered by management.

The same month, Local 304 members at Harrison also ratified a new collective bargaining agreement, culminating a successful four-year effort by the UWUA to win a solid, first union contract for workers at the West Virginia plant.

Finally in December 2014, Local 102 members overwhelmingly ratified a new contract making substantial gains over FirstEnergy's previous concession-ridden proposals. A separate settlement of the NLRB case required the company to offer nearby job opportunities for all UWUA members laid off from the two closed power plants, and also to restore a "mobile maintenance crew" to a UWUA worksite in Pennsylvania, after FirstEnergy had illegally transferred the jobs, under a "yellow dog" contract with a different union in West Virginia.

### **Solid Victory: United Water**

The UWUA successfully resolved contentious negotiations at six different bargaining units with United Water during 2011-2012, after turning back the worst of management's unfair concession demands. Negotiations with the company – a subsidiary of French multinational Suez Environment – became mired in controversy over management's "take it or leave it" demands for cutbacks in retirement benefits for new employees.

The UWUA's response to United Water's unfair attacks featured international solidarity actions by key European unions and two global union federations – IndustriALL and Public Services International – under

the terms of a global labor agreement between the two federations and the French parent company.

The UWUA campaign led to improved retirement benefits for new employees, and gains in wages and benefits for UWUA members at United Water throughout the mid-Atlantic region.

The favorable contract settlements covered UWUA members at Local 1-2 in New Rochelle, NY; Local 489 in Harrisburg, PA; Local 516 in Bloomsburg, PA; Local 375 in Jersey City and Hackensack, NJ; Local 584 in Wilmington, DE; and Local 503 in Toms River, NJ.

## Current Campaigns

The UWUA is currently embroiled in a contract fight at Aqua America – yet another hugely-profitable corporation scheming to take advantage of UWUA members.

In late 2014, Aqua laid off UWUA members in Pennsylvania after contracting their jobs to an outside company. In Fort Wayne, IN, Aqua cut back on the UWUA bargaining unit after renegeing on job commitments previously made to local union leaders. And in every bargaining unit across Ohio, Pennsylvania, Illinois, and Indiana, Aqua unilaterally froze UWUA members' retirement benefits under the defined benefit plan, substituting instead a substandard 401k plan.

Incredibly, Aqua pretended to also freeze senior executives' pension plan benefits at the end of 2014, while simultaneously reinstating those benefits under a cushy "supplemental" retire-

ment scheme for top bosses. UWUA campaign staff uncovered this "sleight of hand" pension scheme after reviewing the fine print in Aqua's 2015 proxy statement to investors.

The UWUA responded to Aqua's abuse of special retirement benefits for executives with a shareholder proposal for the company's 2015 annual meeting, urging the Board of Directors to submit any future grant of preferential executive benefits to a vote by shareholders. Aqua management strongly opposed the UWUA's modest reform proposal, seemingly oblivious to the fact that cushy executive perks are financed at the expense of hourly workers and investors, and are not "entitlements" that must be routinely bestowed on overpaid top bosses.

## Global Partners

In many of UWUA's strategic campaigns against corporate bullies, the UWUA partners with the IndustriALL and PSI union federations – especially in cases where our corporate adversaries conduct business internationally. The UWUA belongs to both global federations, which unite similar unions together to advance workers' interests worldwide.

Whenever the UWUA confronts abusive corporate behavior at the global level, IndustriALL and PSI have extended crucial international solidarity for embattled UWUA members. At the same time, the UWUA is recognized around the globe as a union that routinely stands with union workers internationally to confront corporate attacks against working families on every continent.

# Safety & Health

UWUA members are first responders in all emergencies dealing with electric, water, gas and steam. In 2010, the UWUA received a federal grant through the National Institute of Environmental Health Sciences (NIEHS) to prepare workers for emergency response and hazard awareness.

A training initiative used Train The Trainers (TTT) in several locals, and training in Systems of Safety (SOS) method training classes of both union and management workers began shortly after the TTT was completed.

SOS training engages workers to share knowledge, expertise and experience. The program demonstrates how all workers, both union and management, can work together for the goal of an injury-free workplace that protects workers, the public and the environment. To date, the UWUA Systems of Safety program has trained more than 6,000 workers over the last four years.

## July 2011

- TTT was conducted at the Maritime Institute in Baltimore, MD for UWUA members at nuclear sites. Union members from Indian Point, Pilgrim, Palisades, Fermi, and San Onofre attended.
- Local 132 members received training in how to conduct an Incident Investigation, to determine the real root cause of accidents, moving past blaming the worker.
- Local 1-2 members held a TTT

preparing for classes for workers in the Central Operations division of Con Ed. Trainers from the Electric Operations in Brooklyn/Queens division requested a TTT for their division, and the SOS program expanded to the Bronx/Westchester Electric operations division as a result.

- A refresher course was held for trainers at Indian Point.

## September 2011

- Local 132 President Art Frias, other officers, and staff reps Carl Wood and Jerry Acosta provided a better overview of our safety initiatives and training with union workers in the SOS program. A position paper was prepared for California Public Utilities Commission hearings, to show how the union workers from Local 132 should be involved in decision-making on safety related issues, to create a safer work place and protect the public and the environment.
- The UWUA attended a National Institute of Environmental Health Sciences (NIEHS) grantees meeting and workshops held in Chicago.
- Various locals took part in investigating one-man bucket truck procedures from a safety perspective. They passed those procedures on to the Brotherhood of Utility Workers locals.

## 2012

- Local 1-2 members took part in a second TTT, which included local members from Con Edison but also

local members and Trans Canada Co. owners of the Ravenswood Generation Station.

- UWUA and Local 369 took on a safety issue dealing with 25kv gloving.
- A Blue/Green conference held in Atlanta as part of a NIEHS initiative gathered safety information on the construction and maintenance of a wind turbine operation.
- A gas conference in Phoenix, AZ focused of the pros and cons of the fracking process, and environmental opinions of fracking.
- UWUA met with Local 1-2 President Harry Farrell to launch a joint training with members of the Transit Workers Union Local 100 on SOS Hazard Awareness/Emergency Preparedness. Local 100 members were introduced to our SOS training method.
- UWUA took part in a NIEHS grantees meeting and workshops in Ft. Lauderdale.
- Local 223 hosted a conference to open further discussion of fracking.
- A Blue/Green conference was held in Philadelphia, and the NIEHS held a workshop on fracking, both pro and con.
- The Union met with IBEW reps representing workers at the Vermont Yankee Nuclear Facility, to make a presentation on SOS and invite them to become involved in the program.
- Local 1-2 reps made a presentation on the value of our SOS program at

the New York State Public Utilities Safety Division Association.

- The UWUA trained UMAP program veterans in the SOS Haz-Mapping program at the request of Local 18007 President Rick Passerelli.
- Two trainers from Local 1-2 went to Knoxville, TN, to do training with the NIEHS Department of Energy grantees for SOS Emergency Preparedness/Haz Awareness.
- Region 5 conducted several conferences on the SOS program, and discussed training with UMAP reps on interaction with a veterans group in Chicago, and continuing the SOS Haz-Mapping training.
- A Region 2/3 conference laid out the safety program under the NIEHS grant.
- A second and third SOS training with TWU Local 100 to evaluate and participate in the program.
- Region 4 held a conference on the NIEHS grant and SOS program.
- Local 375 asked for member training in Haz-Mapping at United Water for evaluation of both the local and management. Two classes were held.
- Region 1 held a conference to discuss the NIEHS grant and SOS program.
- A water conference was held in Chicago with various locals from the water industry, to discuss safety incidents and concerns.
- Local 132 held a four-day training on SOS Haz-Mapping program for union members, So. Cal management

and the California Public Utilities Commission. The training showed the CPUC reps the value that union workers bring with their knowledge, expertise and experience.

- UWUA attended a grantees meeting and workshop for the NIEHS.
- After Hurricane Sandy hit the Northeast, the UWUA coordinated with NIEHS grantees on safety conditions and raising awareness to locals in New York, New Jersey and Connecticut.
- FirstEnergy and various locals requested a SOS Haz-Mapping TTT in West Virginia, after the merger with Allegheny Power. The training took place in Morgantown.

## 2013

- Local 246 raised concerns about a behavior-based safety program that the UWUA criticizes for concentrating on 'fixing the worker' to avoid the hazard, not addressing the best method to either control or eliminate a hazard.
- Local 1-2 Brooklyn/Queens Electric Operations at Con Edison organized a new TTT, and a startup of an SOS program was held for Trans Canada workers.
- National Rep R. Fronek reported a contractor fatality at the Harrison plant. OSHA was notified and the UWUA elected to have party status to be involved in the investigation. OSHA found no violations of OSHA regs.
- Local 1-2 officers participated in Con Edison Safety Day for the Electric

Operations groups out of Brooklyn/Queens.

- Local 423 President M. Esposito reported that OSHA was investigating the fatality of a local member. The local will have party status in the investigation.
- NIEHS grantees held a meeting in Washington, DC.
- Power 4 America held a conference in Chicago.
- Research was initiated on safety concerns dealing with the BP disaster in the Gulf of Mexico and the death of 11 workers.

## October, November and December

During these months, the union took part in the start up of the P4A Training Center developed in Pottsville, Michigan. This program was to train entry level workers and future MSU-WC members in the safety and health procedures of Consumers Energy in the production and delivery of natural gas.

## 2014

- UWUA continued to work on the P4A project at the temporary facility in Macomb.
- NIEHS grantees met and attended workshops in Los Angeles.
- Training Center construction in Pottsville was completed, with a grand opening on June 20.
- Local 365 President Frank Accardi and National Rep Shawn Garvey arranged a meeting with reps of

American Water to discuss an asbestos exposure at a work location.

- UWUA worked on a position paper to address funding for training of displaced workers.
- American Water and Local 365 came to an agreement on monitoring asbestos exposure.
- UWUA assisted Region 5 Rep Jerry Acosta on a letter to the head of the Roswell Water Authority on problems and solutions regarding asbestos exposure.
- Various local leaders attended a Region 1 conference on safety concerns, the SOS program, and the NIEHS grant.
- UWUA applied for another NIEHS five-year grant to continue training.
- Regions 2/3 Director Don Opatka sent information from Local 468 President George Mason on a possible asbestos exposure. OSHA was contacted, and the proper steps to obtain that exposure info was given to the president.
- A gas conference in Orlando addressed safety concerns and advised various local officers.
- A NIEHS grantees meeting and workshops were held in Raleigh, NC.
- American Water locals conferred in Chicago to discuss involvement of locals in the SOS program.
- A TTT was held for Local 1-2 members to start an SOS program in the Gas Division and the Customers Operation Division of Con Edison.

- A trainers' meeting with union members of Local 1-2 was held to discuss schedule and trainer concerns, and to review the program.

## 2015

- FirstEnergy expressed interest in doing the SOS program of Haz-Mapping again, and starting working on contracts for it.
- American Water Company announced it would host a conference on safety, and discuss an SOS program and partnering on a DOL grant to be run under the P4A. The union worked on presentations for this conference.
- UWUA met with Local 1-2 President James Slevin on a possible pilot program of union/management safety teams, for the purpose of safety evaluations on-job site, with work crews to improve the safety and health of members.
- NIEHS grantees met and held workshops in Portland OR.
- UWUA met with the new P4A Executive Director Jonathan Harmon to work together to provide background of the P4A, and offering advice to instructors.
- The union gave presentations at the American Water Safety Conference.



# UWUA National Trust Funds

The UWUA is committed to professional management of the membership's day-to-day training and benefit needs. The UWUA sponsors the UWUA Health & Welfare Trust Fund, UWUA Deferred Compensation (401k) Trust Fund, UWUA Power for America Training Trust Fund, and the Center for Safety, Health and Environmental Education-Labor Management Cooperation Committee, Inc. (LMCC). These funds assure that the membership's benefits and training needs are addressed in the most comprehensive, unbiased and cost-effective manner available, through nationally recognized delivery platforms.

The UWUA adopted several resolutions at the 28th Constitutional Convention mandating a long-term strategic plan, which included the delivery of both apprentice and incumbent worker training components. These came to be nationally recognized as "best in class." Special emphasis was placed on equipping our members with the skills and advanced training that will ensure job security, and will address the constantly evolving technological advancements within our industries.

## The UWUA National Health & Welfare Trust Fund

- The trust is a qualified non-profit organization and is exempt from income taxes under Section 501(c) (9) of the Internal Revenue Code.
- The trust currently provides health-care, vision, dental, life, AD&D, LTD, HRA and VEBA related insurance benefits from national vendors to

more than 7,500 trust participants and their beneficiaries. All benefit delivery programs are capable of delivering benefit services on a national scale.

- Participating employers include Dominion, American Water, Peoples Natural Gas, Maverick Const., Utility Lines Const. Services, Hydaker-Wheatlake, Boston Generating Company, and Union-Built PC.
- Participating unions include the IBEW, USW, and the UWUA.
- Pooled benefit purchasing utilizing a Multi-Employer Health and Welfare Trust Fund promotes cost efficiencies (economies of scale), by allowing for the negotiating of the best rates, and by spreading costs among many employers and participants.
- Trust assets can be accumulated to address future benefit delivery needs, while trust investment earnings are **NOT** subject to taxation.
- The trust's vision and dental benefits are currently self-insured.
- The trust is administered by an eight-member Board of Trustees, composed of an equal number of union and employer representatives.
- The trust has a "flat" and extremely efficient administrative structure. The trustees are responsible for all administrative, financial, and benefit procurement decisions relative to the trust's assets. Required prior action, due diligence, and

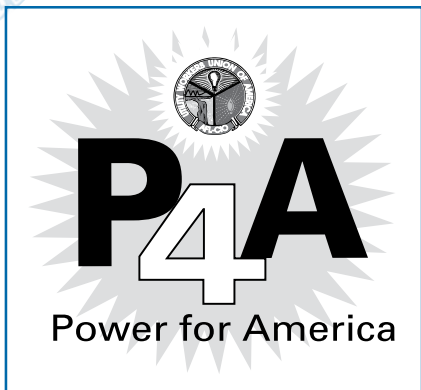
professional input is received from the trust's contracted legal, accounting, investment, and administrative professionals.

### **The UWUA Deferred Compensation Trust Fund (401k)**

- The trust is a qualified non-profit organization and is exempt from income taxes under Section 501(c)(9) of the Internal Revenue Code.
- The UWUA Deferred Compensation Trust Fund (401k) asset investment decisions are largely weighted on the advice and recommendations of the trust's professional advisers. The trust's assets are managed by the MorganStanley-SmithBarney Financial Group.
- This collaborative effort of the trustees and the fund professionals has provided a positive return on investment for all trust participants since the inception of the trust on July 1, 2007.
- Participating employers include Maverick Const., Utility Lines Const. Services, Hydaker-Wheatlake, and Union-Built PC.
- Participating unions include IBEW Local 204 and the UWUA.
- Pooled resources of a Multi-Employer Deferred Compensation Trust Fund promote cost efficiencies (economies of scale) by spreading administrative costs among many employers and participants.
- The trust has a "flat" and extremely efficient administrative structure.

The trustees are responsible for all administrative, financial, and investment management decisions relative to the trust's and participants' assets. Required prior action, due diligence and professional input are provided by the trust's contracted legal, accounting, investment, and administrative professionals.

# UWUA Power for America Training Trust



## Second Power for America National Conference

To ensure that our members remain the best trained, highest-skilled, safest and most productive workers in every facet of our core industries, the Power for America Training Trust Fund (P4A) was established at the 28th Constitutional Convention. Since then, P4A has blazed a trail to the future for the UWUA, its members, and signatory employers.

Hundreds 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 so far and are making plans for the future. Some P4A highlights since our last convention:

- The Second Power for America National Conference was held during July 17-19, 2013, in Chicago, IL, with more than 350 UWUA members, officers and guests actively participating. Highlights included:
  - Workshops on “Taking Back our Country – a UWUA Strategic
- Plan” led by the Human Rights and the Young Workers Initiative Committee members
- Recognition of the successes of the UWUA's Military Assistance Program (UMAP) by Illinois Gov. Pat Quinn, UWUA Veterans Committee Chair Richard Passarelli, and Peoples Gas President William Evans
- Industry-focused break-out sessions for electric/nuclear, gas, call center/customer service, water, and professional/technical
- The goal of the UWUA Power for America Training Trust Fund is to re-energize careers in existing utility workplaces and train an emerging new, unionized workforce for tomorrow's energy industries. A cleaner and stronger America can be achieved by reducing our dependence on foreign oil and investing in clean energy technologies. This is a great opportunity to create good paying domestic jobs in an otherwise bleak economy – both now and long into the future.
- The P4A conferences provide direct education and training preparation to fulfill this mission. Industry leaders, government officials and community members will have their part to play. But, it's the workers in America's utilities – backed by a strong union – that will make the difference on the ground.
- The conference recognizes that, without respect for workers' rights,

# Fund and UWUA Training Initiatives



the nation's energy industries will continue to decline. Workers know how much things have deteriorated and what changes are necessary. It's more than dollars and cents – it's life or death. But, without a strong labor movement, they won't be heard.

- Workshops and plenaries at the P4A conferences explain how unions are under attack, and how they can be defended. These attacks range from “right-to-work” (for less) laws aimed at crippling the right to organize and bargain for fair contracts, to everyday harassment of workers and discriminatory actions by management. Input from the Human Rights and Young Workers Initiative Committees are especially important.

## **P4A Michigan Training Center Opens: A Special Day in UWUA History**

Dozens of UWUA members, board members, public officials and Consumers Energy representatives gathered in Pottersville, Michigan in late June 2014 for the opening of the UWUA's Power for America Training Center. Owned by the Michigan State Utility Workers Council (MSUWC), the facility is run by the Power for America Training Trust.

As many as 2,500 new union members and incumbent workers will go through rigorous training there for jobs at Michigan's Consumers Energy. The need for more fulltime, in-house, union staff to do the work has never been

greater, and who better to train the new hires than the UWUA.

“We started down this path through a rate case intervention,” explains Pat Dillon, MSUWC President. “The council was concerned that the company was being granted rate case money for training, it was being contracted to an out-of-state company, and we thought we could do a better job of it. The Public Utility Commission agreed and Consumers Energy granted us \$500,000 for a training pilot project.”

The six-month pilot proved very successful and the MSUWC received a commitment from the company to do the training for the next five years.

The 10,000-square-foot training center in Pottersville, southwest of Lansing, features seven classrooms and related labs. There, utility workers will build and sharpen their skills in meter reading, gas service appliance repair and other natural gas and electric related service fields.

With the opening of the new, and soon to be expanded, Power for America training facility, UWUA will be prepared to train the next generation of utility workers to be the best trained, highest skilled, safest and most productive workers. (See page 78 for more information on the P4A Consumers Energy gas sector training.)

### **Utility Workers Military Assistance Program (UMAP)**

The UMAP program was started in April 2012 through the tremendous efforts of the UWUA Veterans Committee, led by Local 18007 Business

Manager Rick Passerelli. In a Chicago neighborhood, a project was started at the Kennedy-King College’s Dawson Technical Institute. Rick Passerelli, a military veteran himself, spearheaded an educational program dealing with general education and basic courses focusing on the safe construction and operation of the natural gas distribution systems. Upon completion of the program, students receive 52 college credits for an Associate’s Degree as well as a certificate of completion of the program.

With the focus of rebuilding the infrastructure of Chicago’s natural gas system and delivering safe and reliable service to the public, Peoples Gas has instituted a process where students, upon completion of the classroom program, enter into a paid internship at the company for one month of actual on-the-job experience. Since the start of the UMAP project, more than 100 graduates have become Local 18007 members working at Peoples Gas.

In January of 2015, an announcement was made that UMAP will be extended for another five years and will train another 250 veterans in this tremendous program. This will be made possible by the funding support given by Peoples Gas, Power 4 America Training Trust Fund, the Workforce Investment Act, Illinois Department of Commerce and Economic Opportunity, and stipends from the Department of Veterans Affairs as needed. (See page 76 for more information on P4A and UMAP.)



## **U.S. Department of Labor Energy Training Partnership \$5 million Grant**

In 2010, the UWUA was awarded a \$5 million grant to conduct a 30-month project, funded through the U.S. Department of Labor Employment Training Administration. The effort was to provide training to new entrants and incumbent workers through the Green Skills=Green Jobs Project (GSGJ). The grant was to be used in collaboration with the UWUA Power for America Trust (P4A), and in partnership with employers, public sector agencies, and community organizations in three states – California, Massachusetts and New Jersey. This project provided safety, technical, and green skills training to displaced workers, older youth, and under-employed and disadvantaged adults, with an emphasis on the recruitment of women and minorities, and incumbent workers, including those at risk of losing their jobs. This training, combined with support, placement and retention services, enabled these workers to obtain or retain employment as utility workers, and will enable industry employers to remain competitive, as they strive to meet new energy efficiency and conservation requirements.

**Results:** GSGJ trained 300 new entrants and 500 incumbent workers. Four hundred received multiple certifications in OSHA 30; Forklift; CPR/First Aid; Scaffolding; Hazwoper; Confined Space; BPI; LEED; Pipe Fusion; 2nd Class Fireman's License; NABCEP; Water Distribution I & II; and Water Treatment I. Forty-nine

received AA or AS degrees. Seven were able to complete their BA. (partial list)

## **Water Sector Certification Training**

In order to leverage monies under the U.S. Department of Labor Energy Training Partnership Grant in CA, UWUA and several non-profits partnered with California Water Service Company to provide 20 new entrants with training in the water sector. Through a \$200,000 State of California Employment Training Panel Contract, UWUA and partners were able to provide new entrants with 200 hours of training, which included preparation for Water Distribution Testing I and II, and Water Treatment. They were also provided with professional development. Sixteen new entrants completed certification training, and 14 passed the State of California required testing, and received state certification in Water Distribution II. Of the 16, three also passed the Water Treatment I certification.

## **Utility Workers Military Assistance Program (UMAP)**

UMAP is a partnership between the UWUA, the AFL-CIO, and Peoples Gas, in collaboration with:

- UWUA Power for America Training Trust
- UWUA Local 18007
- City Colleges of Chicago
- State of Illinois Economic and Workforce Development Agency
- Illinois Department of Veterans Affairs



- Veterans Service Organizations
- City of Chicago Workforce Investment Board

UMAP provides returning veterans with the training needed as gas sector utility workers to successfully transition into job opportunities provided by Peoples Gas.

Blended training (between Power for America and community colleges) includes employer-required coursework; required industry certifications, and employer-paid internship with a mentoring component.

The seven-month program enables participants to effectively obtain and retain living wage employment opportunities as gas utility workers, along with the ability to continue their apprenticeship education leading to an Associate of Science Degree.

Peoples Gas has begun a 25-year infrastructure project to replace the gas pipe operating through Chicago and surrounding cities. The UMAP program provides the company with a highly qualified workforce over the next 20 years. Peoples Gas fully committed to supporting this multi-year program, beyond the sunset date of the proposed grant. As part of their initial contribution to the project, they have committed \$1.2 million to the UWUA Power for America Training Trust Fund to pay for instructional and clerical staff who will deliver the employer-required curriculum. Additionally, Peoples Gas donated a truck, complete with tools, and had their workforce (UWUA Local 18007 members) build three gas labs at Dawson Technical including distribu-

tion, appliance and meter.

The Gas Utility Worker Program is a 50-credit hour advanced certificate program, that consists of general education and classes in operation of natural gas distributions systems. The program also includes a one-month internship, along with a structured mentoring program. All mentors are UWUA Local 18007 journey-level workers, and are provided with training prior to participants entering the internship.

In addition to the \$1.2 million from Peoples Gas, the State of Illinois provided Workforce Investment Act grant monies to provide direct services and tuition payment for participants. To date, the UMAP program has enrolled more than 250 veterans, and has placed 200 into jobs with Peoples Gas.

Most recently, Peoples Gas signed an agreement to continue funding for five more years.

## **Consumers Energy Gas Sector Training**

In 2011, MSUWC was granted intervenor status on a rate case, in front of the Michigan Public Service Commission (MPSC). MSUWC's goal was to get the MPSC to require Consumers Energy Company to switch the portion of their electrical rate charges that is committed to training employees, from an out-of-state company to the P4A Training Trust. An agreement was reached with Consumers Energy to have P4A train entry level employees, meter readers, utility workers (known as LG4's), and appliance repair service people in Macomb, MI, beginning in summer 2012.



Training began in September 2013 for Labor Grade 4. The curriculum used by the company was updated and put in a six-day training order. Safety and health, and company procedures for new employees, were the main focus of the training. Students were tested on subjects dealing with asbestos; lock out tag out; proper traffic safety work zone set up; proper lifting techniques; personal protective equipment; first aid and CDL training; excavation and trenching and jack hammering.

The first class for meter readers, an entry-level position, was held in October 2013. Students were given computers to practice and take home at the end of the work day, to continue to hone their skills. The class instructions showed the proper procedure for reading a gas meter from right to left, and how to record those numbers correctly on a hand held device.

A warehouse was purchased in Potterville, MI, for the purpose of becoming the first training center for the P4A. It was reconstructed into classrooms and work labs, to be utilized for the training

of CE employees who are members of the MSUWC. The building was completed and the training operation was moved from Macomb to Potterville for the grand opening on June 20, 2014.

UWUA Power for America Training Trust Fund collaborated with Consumers Energy to provide incumbent worker training in Appliance Service Repair (Kitchen, Microwave, Dishwasher and Laundry), along with the design, development and implementation of a Refrigeration Class. P4A also provides program and instructor evaluations to ensure delivery of material is appropriate.

Consumers Energy provided \$500,000 funding for training.

This successful pilot led to a 2013 5-year \$5 million contract with Consumers Energy, to train all gas worker employees through the UWUA Power for America Training Trust Fund.

**Total amount of grant and other funding 2010 - 2014: \$6,750,000**



# Scholarship Program

The 2015 Constitutional Convention marks the 56th anniversary of the UWUA Scholarship Program. The National Union's program has thus far acknowledged the outstanding academic achievements of more than 110 students. All of them are daughters and sons of UWUA members throughout the country. All together, they have received a total stipend value of more than \$450,000 towards their advanced education.

Since the 2011 Constitutional Convention, the following students have been awarded scholarships under the UWUA Scholarship Program:

## 2012

- Leo Antrassian is majoring in health professions at the University of Detroit Mercy. He is the son of Andrew Antrassian, a member of Local 223 in Michigan.
- Sarah Dickert is majoring in civil engineering at Bucknell University. She is the daughter of Edward Dickert, a member of Local 601 in New Jersey.

## 2013

- Patrick Bendik is majoring in forensic science at Pennsylvania State University. He is the son of Edward Bendik, a member of Local 537 in Pennsylvania.
- Victoria Wasylak is majoring in communication at Boston University. She is the daughter of Stephen Wasylak Jr., a member of Local 369 in Massachusetts.

## 2014

- Kristen Col is majoring in biology and biological sciences at the State University of New York-Binghamton. She is the daughter of Mark Andrew Col, a member of Local 1-2 in New York.
- Benjamin Fernandez is majoring in biology and biological sciences at City College of New York. He is the son of Williams Fernandez, a member of Local 1-2 in New York.

## 2015

- Hailey Marcus plans to major in history and is exploring her school options. She is the daughter of Marcus Todd, a member of Local 1-2 in New York.
- Frank Tetto plans to major in chemical engineering and is exploring his school options. He is the son of Joseph Tetto, a member of Local 1-2 in New York.

The Scholarship Program maintains the legacy started by a group of delegates at the 10th Constitutional Convention in 1959. The delegates proposed that scholarships be reserved only for children of UWUA members in good standing, and only to those high school students graduating and starting college in the same year that award recipients are selected.

The UWUA awarded its first scholarships in 1961, under the auspices of the renowned National Merit Scholarship Corporation. NMSC specializes



2012 Scholarship Winner Leo Antrassian with his family: Father, Andrew, Mother, Johanna, and siblings Claire, Carl and Neil.

in testing, screening, and evaluating scholarship candidates. Since then, two annual recipients have been selected on a competitive basis, using criteria that includes overall academic performance and PSAT/NMSQT test scores administered during the junior year of high school. Finalists are notified in the spring of their senior year, and payment of the scholarship award is made directly to the student's college/university.

The UWUA's Scholarship Program provides two four-year scholarships annually, with a \$2,000 maximum and \$500 minimum value per year for each of the four years for both recipients. NMSC determines the award value each year, based upon the financial situation of the recipient's family and the university/college selected by the winner.

Since the annual award runs four consecutive years, eight scholarships are always active, which results in a yearly cost to the UWUA of between \$10,000 and \$12,000. In addition to administering the program, the NMSC provides the National Union with an annual report and evaluation of each student.

# The National UWUA Finances

*as of December 31, 2010, 2011, 2012, 2013, and 2014*

The UWUA annual audited financial statements are prepared in accordance with accounting principles generally accepted in the United States. The auditors' report on the financial statements for each year was an unmodified (formerly referred to as 'unqualified') opinion from the independent accounting firm of Calibre CPA Group, PLLC.

Since the last convention in June 2011, the statements of financial position show that the total net assets (excess of assets over liabilities) of the UWUA (including the General Fund, the Special Defense and Organizing Fund, the Political Legislative Education Fund and the Postretirement Benefits Fund) have increased \$1,238,732 from \$7,378,422 at December 31, 2010, to \$8,617,154 at December 31, 2014.

The net assets of the General Fund have increased by \$210,370 from \$5,129,473 at December 31, 2010, to \$5,339,843 at December 31, 2014. The net assets of the Special Defense and Organizing Fund have increased by \$1,082,353 from \$3,313,475 at December 31, 2010, to \$4,395,828 at December 31, 2014.

The Union's primary source of revenue is from per capita revenue. Total per capita revenue to the National Union has increased from \$16.95 per member per month in 2010, to \$19.43 per member per month in 2014 – an increase of 14.63% over the 4-year period. Our average annual member-

ship has decreased 6.65%, from 48,966 members in 2010 to 45,709 in 2014.

The increase in the per capita dues rate and reduction in members has resulted in a total increase in annual per capita dues revenue from \$9,999,247 for 2010 to \$10,800,060 for 2014. This is an increase of \$800,813 over four years. Total expenses of the General, Special Defense and Organizing, and Postretirement Benefits Funds have decreased from \$11,327,839 in 2010 to \$10,357,961 in 2014.



The Union's Postretirement Benefits Fund reports the present value of the Union's estimated liability for providing supplemental pension benefits for national officers. At December 31, 2010, this estimated liability was \$1,064,526, while the estimated liability at December 31, 2014, is \$1,123,458. This liability is amortized over a



number of years, according to actuarial tables, and the actual annual cost is included in pension expense in the financial statements.

The financial statements also include the accounts of the COPE Fund, which is a separate, segregated fund that receives only voluntary contributions from members, which are used for political expenditures that benefit working families. The activities in this fund are separately reported to the Federal Election Commission.

### **Salaries of National Officers and Staff**

Salaries of officers and staff increased \$42,618 over four years from \$3,599,696 at December 31, 2010, to \$3,642,314 at December 31, 2014.

Executive Board Expenses increased 11.37% or \$40,344 from \$354,903 at December 31, 2010, to \$395,247 at December 31, 2014. Expenses consist of a monthly allowance to Board members, payments to hotels, travel expense, and reimbursements to Executive Board members for attending meetings.

## **INVESTMENTS**

### **General Fund**

At December 31, 2014, the investments of the General Fund consisted of common stocks with a fair value of \$1,419,950; AFL-CIO Housing Investment Trust with a fair value of \$423,329; and mutual funds of \$2,875,007. Total General Fund investments at fair value were \$4,718,286 at December 31, 2014.

### **Special Defense and Organizing Fund**

At December 31, 2014, the investments of the Special Defense and Organizing Fund consisted of the AFL-CIO Housing Investment Trust with a fair value of \$842,197, common stocks with a fair value of \$379,020, mutual fund investments with a fair value of \$1,377,318, one certificate of deposit with a fair value of \$250,044, and one \$500 bond, for total investments of \$2,849,079. The total of all General and Special Defense and Organizing Fund Investments are \$7,567,365 at December 31, 2014.



# UWUA Human Rights Committee

The UWUA Human Rights Committee was formed in 1971, after a series of meetings with the National Executive Board members because of a lack of diversity within union leadership and representation, especially among Black and other minorities in the union and the workplace.

In 1971, the utility industry ranked last in employment of workers of color among the 23 largest U.S. industries, and had fewer women and Spanish-surnamed employees than most other industries.

The UWUA, much like other organizations and businesses, had experienced systemic institutional racism during that time.

Therefore, the UWUA National Executive Board voted to form a Human Rights Committee:

“The committee would consider charges of discrimination in hiring practices, promotions, and other conditions of employment, and seek to improve communications between the National Office and the local unions in all matters concerning human rights.”

Diversity and inclusion in union representation, and diversity and inclusion in energy jobs became a priority then, and remain so today.

At the 28th UWUA National Convention in 2007, the Human Rights Committee mandate was amended to place diversity and inclusion on a fast track. And in early 2014, the committee voted to adhere to and act on the amended constitutional mandate and drafted a mission statement:

“To provide advocacy, training and support to UWUA local unions and



Craig Massey, *Chair*



Eric Richardson



Robert Howard



Kelli Lacy



Matthew Marfione



Milagros Valentin-Grantham

members in the areas of human rights, civil rights, and matters of discrimination in the workplace. This includes hiring practices and complaints of members against their locals.”

In order to best work towards its mandate, the committee today is very diverse in its makeup, reflecting the real array of generations, cultures, genders, and races within the union.

We now offer locals customized skills building workshops for union leaders and shop stewards in such areas as cultural competence, diversity, threat assessments and rapid response, and leadership and team building.

And in conjunction with the UWUA Organizing Department, committee members are canvassing in “right-to-work” states and mediating around difference, inclusion and equity.

Our goal for 2015 is to increase the training and development of our new committee members and UWUA leadership to give them the skills they need to succeed in fulfilling our mission statement and building this great union to lead us all, together, into the future.

“To accelerate our efforts to attract and recruit a diverse pool of workers into our industries and our Union;

“To make the Utility Workers Union of America a model of hiring and promotion practices for women and people of color and all our brothers and sisters;

“To develop and support hiring practices in our industries that will promote a diverse workforce that reflects the diversity of the communities where we work and live.”

Today, systemic, institutionalized racism is not as bad as it was in years past, but it still exists. When collected and analyzed, data reveals that we have not reached our goals and there is still much work to do both internally in the UWUA and with the corporations and communities we serve, work, and live in.

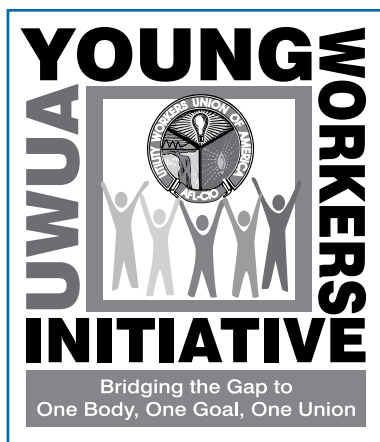
The Human Rights Committee is committed to these goals and we are presently developing a concise strategy and diversity business case, to achieve these goals and fulfill our mandate.

# Young Workers Initiative Committee

In August 2010, President Langford formed the Utility Workers Young Workers Initiative Committee (YWIC). The objective was to get more UWUA young workers engaged in the activities of the Union and the labor movement. The committee adopted the YWIC Policies & Procedures in 2013, to foster diversity and opportunity. These guarantee that the committee's make up will always be diverse, with young men and women representing each region. To give as many young workers as possible the opportunity to develop their leadership skills, each member serves a three-year term, with a staggered transitioning process to ensure continuity.

Since the 29th National Convention, the YWIC has played a major role in the progress of the Utility Workers and the labor movement as a whole. The committee has undertaken many projects in the fight for social and economic justice. During the 2012 Presidential election and the 2014 mid-term elections, the YWIC produced educational presentations and workshops on "right-to-work," voter suppression, the importance of mid-term elections, and the role of young workers in the electorate and the labor movement. These workshops were presented at the 2013 P4A conference in Chicago, and at each UWUA Victory Conference since our last Convention.

The YWIC has had several days of action during each presidential and mid-term election, simultaneously throughout the country. The YWIC and volunteers took to the streets,



handing out voter information and anti-voter suppression leaflets, to educate the public on these important matters. Like the workshops, these leaflets contained the current voter ID laws of the state, and any proposed related legislation, as well as information on voting rights.

The committee has received training in leadership and organizing, which it has used to implement the Member-to-Member program, and to chair local young worker groups across the country.

Currently, each YWIC member is mentoring other young workers in their respective regions, and is working with their local leadership to develop local UWUA young worker groups. In 2014, Local 601 formed their own young worker group, "The Evolutionaries."

The YWIC recognizes the need to change the public perception of what a union is all about. With more public support, we can begin to turn the tide in the fight for social and economic justice. To this end, the committee has

embarked on a campaign of charitable actions. We have gone into hospitals, shelters, missions and churches in our communities – volunteering, donating, and helping wherever we can. The overall objective is to raise awareness as to why, in the richest country in the world, when corporations are realizing enormous profits and wealth, we need to shelter, clothe and feed so many.

In the next four years, the YWIC will continue to fight for social and econom-

ic justice. We will develop more young leaders to bring new ideas and energy into the labor movement. We will use social media to educate and generate increased support for fairness and justice. Please encourage young workers in your locals, your families and your communities to get involved. Visit us on Facebook to see how we are working to make a difference.

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*Young Worker Initiative Committee*

|  |   |
|--|---|
| Sharon Griffith<br><i>Region 1, Local 1-2</i>        | Nick Passarelli<br><i>Region 4, Local 18007</i> |
| Craig Pinkham<br><i>Region 1, Local 369</i>          | Joseph Fern<br><i>Region 4, Local 18007</i>     |
| Jessica Francis-Wright<br><i>Region 1, Local 601</i> | Jason Colwell<br><i>Region 4, Local 223</i>     |
| Clinton Carson<br><i>Region 2, Local 102-G</i>       | Steven Lucero<br><i>Region 5, Local 132</i>     |
| Ryan Meadows<br><i>Region 3, Local 175</i>           | Eric Hofmann<br><i>Region 5, Local 132</i>      |
| Paul Talboo<br><i>Region 3, Local G555</i>           | Jessica Evans<br><i>Region 5, Local 132</i>     |
| Matthew Koch<br><i>Region 4, Local 107</i>           |   |

# UWUA National Website, Social Media and Electronic Communications



Since July 2011, the UWUA Communications Team focuses on a long-range strategic communication plan: utilizing electronic media to deliver union news and information to the membership in “real time.” *The Utility Worker* quarterly magazine is a valuable resource to distribute UWUA-focused news.

The UWUA.net website has evolved into a popular outlet for obtaining union news, and is the backbone for posting UWUA communications.

The team has also focused on the popular weekly “UWUA E-News Alert” email newsletter, which is sent out to more than 10,000 subscribers each week. Calls to action via email, known as “UWUA E-Action Alerts,” are sent out to share petitions and rally information to specific regions.

UWUA locals are often engaged in conversations and sharing real-time news posted on the social media

outlets. The UWUA and UWUA Power for America’s Facebook pages have grown significantly over the last four years.

UWUA’s Facebook page gains new fans daily with many posts reaching an audience of more than 40,000 people. The UWUA twitter account is also growing, with tweets frequently reaching an audience of 10,000. UWUA videos, news and pictures are also available on the UWUA Google+ Page and YouTube Channel. A strong circle of solidarity exists with labor allies and unions around the world, thanks to social media efforts.

Website: <http://UWUA.net>

Facebook: <https://www.facebook.com/theUWUA>

Google+: <https://plus.google.com/+UwuaNet/>

Email Signup: <http://UWUA.net/Sign-Up>

Twitter: [https://twitter.com/The\\_UWUA](https://twitter.com/The_UWUA)

YouTube: <https://youtube.com/TheUWUA>



## UWUA Remembers Former Leaders

Since the 2011 Constitutional Convention, the UWUA has been saddened by the deaths of former National Vice President Joseph Flaherty, Region II Director Frederick Ricker, Region IV Director Elewyn Pletcher, Region V Director Bernardo Garcia, and Executive Board members Michael Coughlin, Tina Haynes, and Wes Overly.



### *Michael J. Coughlin*

Mike started working for the Cleveland Electric Illuminating Company in the Overhead Lines Department in 1952. He progressed to the trouble line mechanic position in 1969, after many years as a journeyman.

Mike became active as a chief job steward in Local 270 in 1960 after a Union Counselor's class at Fenn College. He was elected to the local's Executive Board in 1965, and served as both chief job steward and Executive Board member until 1969, when he was elected treasurer. Four years later, he became vice president, and two years later, became Cleveland Division chairman. In 1979, Mike was elected president of Local 270, a position he held until he retired in December 1993. Mike also served as a member of the National Executive Board from 1980 until his retirement.

Interviewed in 1992, Mike said, "It has been my extreme pleasure to be involved in the tremendous improvements gained by the Utility Workers over the last 40 years."

Mike died on May 7, 2013, leaving behind his wife of 58 years, Shirley, and a family that included eight surviving children, twenty grandchildren, and four great-grandchildren.





### *Joseph F. Flaherty*

Joe began his career with Con Edison in 1967 as an outside plant mechanic splicer's helper in Manhattan Underground. He became a splicer in 1970 and remained in Manhattan until 1973, when he was assigned to Central Construction as an extra-high voltage splicer covering the five boroughs and Westchester County. He worked in this capacity until September 1990, when he was appointed as Local 1-2's legislative director. In 1991, Joe became president of the local, and in July 1991 he was elected business manager, then the highest elected position in the local.

Local 1-2 President James Slevin had this to say: "Joe Flaherty has made a major impact on the members of Local 1-2. This impact was felt not only during his time as the principal officer of the local, but continues in the present and, I am sure, will continue into the future. Joe has and always will be a Great Mentor and Union Brother. I am proud to have called him a friend."

Joe's service to the National Union included being elected as a National Executive Board member in October 1992, and national vice president in 1999.

Joe died on November 28, 2013, leaving behind his wife, Sheila, three children, and two grandchildren.



### ***Bernardo Garcia***

Bernie started working at Southern California Edison Company in 1980 as a maintenance electrician at the San Onofre Nuclear Power Plant. He joined Local 246 the day he was hired, and in less than a year, was elected to the local's Executive Board as the unit chairman for San Onofre. Bernie moved up through the ranks, serving as steward, chief steward, trustee, financial secretary, safety & research director, and, eventually, business agent, Local 246's chief officer.

After working for several years as an organizer for the National Union in Region V, Bernie was appointed to the position of national representative in 1995, and promoted to senior national representative in 1996. In 1997, Bernie was appointed regional director, a position he held until 2009. Also in 1997, Bernie was elected to the National Executive Board, and he served several terms.

Bernie died on July 31, 2013, leaving behind his wife, Vanessa, and two sons.



### ***Tina Haynes***

A graduate of the University of South Carolina at Frances Marion, Tina worked for California American Water Company for more than 30 years, most recently as a production specialist. During that time, she served as trustee and vice president, and was then elected president of Local 511 in 1991, a position she held until her death. Tina was elected to the National Executive Board at the 2011 convention.

Tina will be remembered for her toughness, resilience, and determination to speak the truth on behalf of working men and women everywhere. She brought people together whatever their sex, color, creed, or race.

Tina died on December 25, 2012, leaving behind her husband, Carl, and a stepson.



### ***Lloyd Wesley Overly***

Wes began his employment with the Ohio Edison Company in 1957 in the Overhead Line Department. During his years in the department, he worked in all classifications, and eventually as a troubleman at the Youngstown Division. He worked for the company for more than 40 years.

Wes first became active in Local 118 in 1961, and at various times held the office of vice president, recording secretary, and then president of the local. In addition, Wes served for a number of years as secretary-treasurer of the Ohio Edison Joint Council, and became its chairman in 1971. Later, he served two terms as vice president of the Region III Retirees.

Wes served two separate terms on the National Executive Board, being first elected in 1977, and then again in 1987. He was involved in organizing campaigns at the Indianapolis Power and Light Company, the Springfield Plant of Ohio Edison, and the B.E. Mansfield Plant of Pennsylvania Power Company.

Wes died on March 17, 2014, leaving behind his wife, Joyce, five children, nine grandchildren, and one great-grandchild.



### ***Elewyn C. Pletcher***

Elewyn began his employment with Consumers Power Company in 1950 in the Gas Distribution Department, and he worked a short period in the Gas Customer Service Department. His employment was interrupted by a tour of duty in the Seabees of the United States Navy.

Upon his return to employment, Elewyn became active in Local 119 at Flint, Michigan, where he served for a number of years as de-

partment steward, sergeant-at-arms and, eventually, president. While serving as president of the local, he also held the office of vice president, and then secretary-treasurer of the Michigan State Utility Workers Council. In 1972, Elewyn was elected president of the council. During this time, he also served as an Executive Board member of the Michigan State AFL-CIO.

He was first elected to the National Executive Board in 1973. In 1977, he was appointed Region IV director. He retired from both positions in 1991.

Elewyn died on February 16, 2014, leaving behind five children, ten grandchildren, and eight great-grandchildren. He was preceded in death by his wife, Carolyn.



### ***Frederick J. Ricker***

Fred was a member of the UWUA for 42 years, and had a long history of service. He was elected to the office of secretary-treasurer of System Local 102, and then was elected system president in 1981. He held this position until he was appointed a UWUA national representative in 1986. Fred was promoted to the position of Region II regional Director in 1991, and served in that capacity until his retirement in 2001. Fred served on the UWUA National Executive Board during two different stretches of time – 1983-1987 and 1995-2001.

Fred was very active in the labor community and chaired the Washington/Greene County Central Labor Council. In addition, he was well known across the State of Pennsylvania for his political activities, and chaired the Washington County Democratic Party.

When Fred retired, then-President Don Wightman commented, “Fred has been a constant source of inspiration and solidarity for all of us. He served the local unions and members of Region II with steadfastness, professionalism, integrity and compassion. He will be sorely missed.”

Fred died on March 10, 2012, leaving behind two sons and four grandchildren. He was preceded in death by his wife, Becky.



# NOTES

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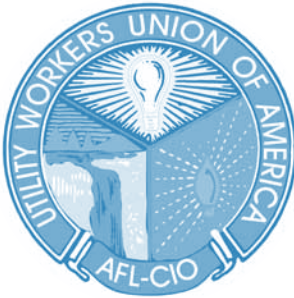




# *NOTES*

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# 30<sup>th</sup> UWUA Constitutional Convention

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