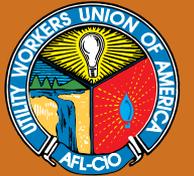


# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LIX, No. 2 April/May/June 2014



UWUA 2014  
*Victory*  
Conferences  
**Building Union Power!**

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# THE UTILITY WORKER



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Volume LIX, No. 2  
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## The Ball is in Our Court

*D. Michael Langford*

**A**s I write this column over Memorial Day weekend, utility workers anxiously await the June release of the Environmental Protection Agency's proposed rules change to reduce greenhouse gas emissions from existing power plants. The new rules, set to be implemented in 2015, will be the centerpiece of President Obama's Climate Action Plan that seeks to reduce carbon pollution in the U.S. about 17% below 2005 levels by 2020.

Thousands of UWUA members, their families and communities depend on coal for their livelihoods. We are extremely concerned that the new regulations will result in the loss of jobs for our members. That's why we are fighting, and will continue to fight, tooth-and-nail to keep any threatened plants open.

### **Coal has a future**

I worked at the Monroe Power Plant in Michigan, one of the nation's largest coal-fired generation facilities. I believe coal can, and must, be part of our nation's clean energy future.

Like everyone, I want my children and grandchildren to breathe clean air and live in a healthy environment. With today's technology, it is possible to make coal fired generation environmentally friendly and cost-effective.

As this past winter demonstrated, natural gas and renewables cannot be depended on to meet our energy needs. We also learned, once again, that corporations seeking maximum profits for their shareholders will manipulate energy markets unless, and until, they are held responsible for plant closings. Our challenge now is to convince policymakers, regulators and our elected leaders of this. Much is at stake.

Our message to anyone who will listen — the White House, Congress, the EPA, the Departments of Energy, Labor, and Commerce — is: give clean coal technologies a chance. There are communities in Ohio, West Virginia,

Pennsylvania and Kentucky, with millions of people that would be devastated by the closing of coal fired power plants.

Our message is being heard. EPA leaders have said the new regulations will offer states "flexibility" to devise their own ways to cut carbon emissions. Will power plant operators receive credit for the amount

of carbon they have already reduced? Will states be allowed to calculate emissions on a regional basis to meet overall targets? We don't know. But we do know that it will take all of us, working together, to protect our members' jobs and our nation's need for reliable electricity.

### **Fighting for stranded workers**

We are gaining traction for our argument that any energy policy that subsidizes corporate profits to compensate for the costs of change and disregards the devastating

costs to workers and communities that bear the brunt of change is bad policy.

The National Union is engaged at every level of government in the fight to save our members' jobs as our country transitions to a clean energy future. To be successful, you, our members, have to be active in your workplace and your community.

At our regional victory conferences we are discussing the issues confronting us and formulating plans to move forward. These plans involve implementing our Member-to-Member program at the local level and making sure everyone gets involved on the side of working families in the upcoming mid-term elections.

Brothers and sisters, we have to get engaged like we've never done before because there's just too much at stake. We must make our voices heard to make sure our members are protected. No one else will do it for us. We must act and act now! The ball is in our court.

**"We are engaged at every level of government in the fight to save our members' jobs as our country transitions to a clean energy future. To be successful, you, our members, have to be active in your workplace and your community."**

# ONE DAY LONGER –

## FirstEnergy Ends Penelec Lockout

**U**WUA members at FirstEnergy's Penelec in central Pennsylvania returned to work on April 14 after outlasting a four-month lockout imposed by top FirstEnergy (FE) executives just before Thanksgiving. Penelec employees – members of Branch 180 of System Local 102 – stood up to FE's attempt to coerce them into big takeaways in their union contract.

Even while ending the lockout, FE unilaterally imposed its cutback demands in working conditions, benefits, and customer service standards. The UWUA is challenging FE's actions at Penelec in charges pending before the National Labor Relations Board.

### Keeping the pressure on

"We couldn't be prouder of the courage these workers have shown by not giving in to FirstEnergy's assault on their families' standard of living," stated UWUA President Mike Langford concerning the end of the lockout. "We will continue to follow their example as we negotiate fair labor agreements for all UWUA members at FirstEnergy."

Bob Whalen, president of UWUA System Local 102, also welcomed the end of the lockout but criticized FirstEnergy's attempt to circumvent good faith bargaining by unilaterally implementing its concession demands. "We are pleased the company has ended this irresponsible lockout, but we reject management's imposition of unfair takeaways on these workers," Whalen noted. "The UWUA will continue challenging FirstEnergy's unjust conduct."

The UWUA has been in negotiations for a new labor agreement at Penelec since last summer. In addition, the labor agreement for more than 700 utility workers at West Penn Power and Potomac Edison – where FirstEnergy is

**"We couldn't be prouder of the courage these workers have shown by not giving in to FirstEnergy's assault on their families' standard of living. We will continue to follow their example as we negotiate fair labor agreements for all UWUA members at FirstEnergy."**

– UWUA President Mike Langford

**ACTION ALERT** FirstEnergy  
**UWUA NEWS FOR FIRSTENERGY WORKERS**

**Local 102 Steps Up Campaign for Fair Contract**



Local 102-H members picket the home of FirstEnergy CEO Tony Alexander.

demanding similar concessions – expired on April 30.

The UWUA is also negotiating with FE at its Harrison generating station near Shinnston, W.V., where workers are standing up for a fair first union contract more than three years after voting for UWUA representation.

In February, the NLRB issued a complaint charging FE management with unfair labor practices during negotiations at Harrison. A similar NLRB complaint last year resulted in a \$1.25 million backpay settlement for Harrison employees in March 2013.

# ONE DAY STRONGER!

## NLRB Issues Sweeping Complaint Against FirstEnergy

The National Labor Relations Board has issued a complaint charging FirstEnergy Corp., its operating companies West Penn Power and Potomac Edison, and four other FirstEnergy companies with a wide range of unfair labor practices during ongoing negotiations with UWUA System Local 102 for a new labor agreement covering more than 700 workers throughout Pennsylvania, Maryland, West Virginia, and Virginia.

### 'Something is severely wrong with this company'

The complaint, issued by the NLRB on April 25, charges that the companies illegally refused to bargain with the union over the effects of recent plant closures and transfers of bargaining unit positions; repudiated the existing Local 102 contract; failed to provide crucial bargaining data to the union during negotiations; and engaged in other acts of bad faith bargaining.

"This complaint represents another milestone in our efforts to win justice for utility workers at FirstEnergy," declared Local 102 President Bob Whalen. "The wide-ranging scope and the serious nature of violations charged in the complaint demonstrate that something is severely wrong with this company's labor relations policies."

Among other violations, the complaint charges that FirstEnergy refused to negotiate over the effects of its closure of two power plants in southwestern Pennsylvania last October, unless the union accepted a new contract imposing concessions on the entire four-state bargaining unit. The company demanded the union accept the proposed cutbacks for the entire unit before management

**"The wide-ranging scope and the serious nature of violations charged in the complaint demonstrate that something is severely wrong with this company's labor relations policies."**

— Bob Whalen, president, System Local 102



Locked out Branch Local 180 members received critical support from hundreds of union members and their families in Altoona, PA. and elsewhere. Nurses, communications workers, carpenters, teachers and others showed their support for the locked out Penelec workers.

would engage in any meaningful bargaining over the effects of the closures on laid off workers, even though the UWUA contract was in effect through April 30, 2014.

### FirstEnergy illegal actions

Similarly, the complaint charges that FirstEnergy closed and then relocated a "mobile maintenance crew" that has long been covered by the Local 102 contract from its existing location in Belle Vernon, PA to Weirton, WV, and refused to negotiate over the effects of the action unless the union accepted the company's demands for mid-contract modifications to the entire agreement.

The complaint also asserts that FirstEnergy illegally recognized and signed an agreement with IBEW Local 2357 covering the maintenance crew transferred to West Virginia, even though the IBEW did not represent an "uncoerced majority" of employees. According to the complaint, FirstEnergy supervisors "threatened employees that they could not continue to work on the mobile maintenance crew unless the employees joined the IBEW."

The NLRB has currently scheduled a hearing on the complaint for July 22 in Pittsburgh. Separate charges filed by the UWUA against FirstEnergy at its Penelec utility in central Pennsylvania are still being investigated by the NLRB.

***Is your local union participating in the UWUA Member-to-Member program and, if so, have there been any successful results for you and your co-workers at the local?***

**Carmen Booze**

CSR-Teamleader  
Local 175

*“One of the positives to come out of Member-to-Member is bringing people together. We have quite a few new sisters and brothers in the call center. It is important to get them involved in being active with the union and the community. Under the leadership of our president, Kelly Cooper, and our area representative, Becki Mount, our Member-to-Member team was formed. We were tasked with organizing a food drive in our call center for a local food pantry. The drive was very successful, not only with the food collected but it also opened dialogue with newer members, who otherwise may not have gotten involved, and helped them realize that together we are strong.”*

**Chris Ericksen**

Recording Secretary  
Local 270

*“We have implemented the UWUA Member-to-Member campaign at Local 270. Member-to-Member is the basic platform for planning our local’s future. Historically, most local unions have played a reactive role to the day-to-day changes in the work environment. Well, in today’s world, unions need to retool and have strategic planning in place for the future. Member-to-Member allows us to do that by educating and engaging members through one-to-one dialogue.”*



### **Betsy Byrd**

CSR-Teamleader  
Local 175

*“We started the Member-to-Member program in our call center about three months ago. There are approximately 10 people on our core team. Each team member has 10 people on their team. This allows us to get to know our co-workers better. The union members have been receptive because someone from the local talks with them regularly, so they know someone cares about them and what they think.*

*We encouraged our new representatives to start attending our union meetings. Unfortunately, attendance is usually low. At our last meeting, 11 members that never attended a meeting before showed up from the call center. They were enthusiastic and wanted more! We have asked that each one of these new members pledge to bring one more member to our next meeting. This is a new day and new beginning, thanks to Member-to-Member.”*



### **George Lewis**

Executive Board Member  
Local 223

*“At our local we are preparing for a tremendous turnover in our workforce. One of the best things to come out of this preparation is the mentoring of employees new to the movement from our seasoned advocates. It is hard to measure the success of Member-to-Member solely, but we see much greater membership involvement in our training endeavors and we have been working on one-on-one communicating with the membership. At each union event we challenge the faithful to bring someone new to the next meeting and to date we have more people attending. The largest obstacle to overcome is not apathy, but rather we, as members, have done labor mobilization before. But Member-to Member is different. We are looking at the best viable options to communicate with members. Now more than ever we need to reach out to each other as labor.... United and strong.”*



## Meet Pat Carney

# Dedicated to Making the Next Generation of Utility Workers “The best trained, highest skilled, safest and most productive workers”

*Pat Carney recently became the executive director of the UWUA's Power for America Training Trust. With more than 40 years as a utility worker, Pat brings a wealth of knowledge and experience to the job. All along the way, he saw education as a way to improve his life and the work lives of those around him.*

### Tell the readers a little about yourself.

I first became a utility worker back in 1972. I started out as a janitor at the Boston Edison Company. I was there for a short time and became a lineman, a cable installer, street gang type, doing house services. I was injured and went into underground work so I didn't have to climb poles.

I saw the value of being active in the union. I progressed through the ranks as a steward and chief steward, eventually being elected president of Local 369. Former UWUA President Don Wightman, and Senior Representative for Region 1 Jack Holland were mentors of mine.

Along the way, I went to the University of Massachusetts in Boston, a great labor studies program. Then I went on to get a Masters of Business from Northeastern University – maybe the first labor guy to matriculate through the program. I was also lucky enough to be selected to go to the Harvard Trade Union Program, where I met labor leaders from all over the world.

I retired and got a job with a credit union serving utility workers. Then I got a call from an executive vice president of NSTAR who asked if I was interested in developing a training program. I believe we developed some good training programs.



Veterans of the gas utility training program meet with Pentagon officials. The 6th and 7th Cohort of students in the Utility Workers Gas Sector Utility Training program recently had some special visitors. Col. Adam Rocke, special assistant to the Chief of Staff, United States Army and Col. Allan Lancete, deputy director of the Soldiers to Life Program came from the Pentagon to spend the day with the students and learn more about the program that the UWUA is facilitating in Chicago, IL.

I think education is huge to get folks involved with the union. And that's how I ended up here today with the Training Trust.

### What are your goals for P4A?

My goal is really to help build the UWUA's training system. Education is key for workers and their employers to succeed. We are utility workers training utility workers. We want to have a successful workforce and make sure they are trained correctly.

We are taking on a lot of the training the companies used to do. I see that particularly at Consumers Energy in Michigan. We've trained a few hundred workers at Consumers since I got here in the fall. And we're building a train-

ing facility in Michigan.

We are doing a fantastic job in Chicago with the UWUA's Military Assistance Program. Peoples Gas is hiring veterans after taking a 26-week course entirely run by Power for America.

I'd like to build on these successes and keep growing. I was on a conference call with someone from the White House

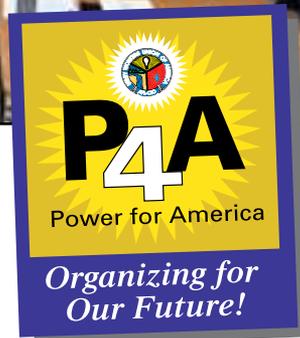
and they have shown a real interest in what we are doing.

### How can UWUA members help the effort to train the next generation of workers?

They can let the companies they work for know that the union is providing training programs with real success.

Most of our trainers are retired utility workers that have been out in the field – they have the experience of years of being in the field. They tell the young guys and gals what to expect with all the day-to-day stuff utility workers encounter, including dogs, bee stings, poison ivy.

It's a great career and we want to keep it that way.



# Systems of Safety Training Program Gets Results

The UWUA is entering the last year of a five-year federal grant, obtained through the National Institute of Environmental Health Sciences (NIEHS). NIEHS has focused the grant on hazard awareness and emergency preparation because it recognizes the need for workers to be involved with the changing climate of natural and manmade disasters.

## Creating a safe workplace

The UWUA continues to use the Systems of Safety (SOS) program to train members to facilitate safety classes using the Small Group Activity Method (SGAM). The concept behind SGAM is that the trainer need not be the expert but, by leading the class through a series of activities, he/she can tap into the class participants' knowledge and expertise to not only recognize hazards, but also how to best control the hazard in order to create a safe work environment. The ultimate goal is to eliminate the hazard from the system completely.

Several locals have participated in the training. With strong support of New York Local 1-2 leadership, the training has made a difference at Con Edison. In 2011, then-President Harry Farrell and VP James Slevin met with ConEd Sr. VP John McAvoy and Central Operations Mgr. Ed Conway and agreed to work together on safety and health with the goal of having all workers go home safely at the end of the day. SOS was introduced and several train the trainer sessions of union members have been conducted.

Other divisions of Con Edison, such as Electric Operations and Customer Field Services, have also been trained with even more participating as observers. To date, the UWUA has trained over 2,700 ConEd workers through the program.

Local 1-2 President James Slevin, VP James Shillito and the officers of the

**“The data on safety clearly shows this training is helping us meet our commitment to making sure people get home safely. Our local is involved and our members are engaged in the training. More than 130 Local 1-2 members are now safety trainers.”**

– James Slevin, president, Local 1-2



## SOS Works!

Since the introduction of the Systems of Safety program by Local 1-2 at ConEd:

- OSHA Recordables are down 10%
- Preventable Motor Vehicle Accidents down 40%
- Operating Errors down 47%

local continue their strong support for the program, as it is working to build a culture of safety through training, communications, teamwork, and positive relationships.



Systems of Safety training utilizes group activity to make safer workplaces.

# UWUA Sponsors CA Legislation SB 1371 ‘Put people to work fixing methane leaks!’

Organized labor and major environmental groups in California have joined forces to support new state legislation to quickly find and fix natural gas pipeline leaks. Recognizing that leaking gas pipelines are both a major safety problem as well as a source of emissions into the atmosphere of methane, a powerful greenhouse gas, State Senator Mark Leno of San Francisco has introduced new legislation to address the problem.

According to Leno’s office, SB 1371 requires the California Public Utilities Commission (CPUC) to open a proceeding to produce a set of rules to “reduce pipeline emissions of natural gas to the greatest extent technically feasible.”

The UWUA, whose Locals 132, 483 and 522 represent some 5,000 members at Southern California Gas Company, is sponsoring the bill. It has also gained support from the California State AFL-CIO, BlueGreen Alliance, Environmental Defense Fund, Natural Resources Defense Council and Union of Concerned Scientists. The interest of the environmental organizations stems from

their recognition that “any net climate change benefit from the use of natural gas is reversed if methane emissions are not curtailed.”



Left to Right: Robert Hoffman, president UWUA Local 132; Milton Davis, business agent UWUA Local 132; Robin Downs, president UWUA Local 483; Larry “Hutch” Hutchinson, vice president Local 522.

Decades of deregulation and workforce downsizing in the state’s gas utilities have resulted in catastrophic accidents, including the tragic pipeline explosion in San Bruno that killed eight people and destroyed an entire neighborhood two years ago.

In order to minimize costs and staff

size, the CPUC allows gas utilities to vent gas leaks to the atmosphere rather than fix them. SB 1371 directs regulators to change that. The bottom line is a need to aggressively seek and find leaks, and to repair them without delay when they are found.

The unions believe that the bill provides a means to address safety and environmental hazards caused by chronic understaffing at the utilities. In the words of Los Angeles County Labor Federation leader Maria Elena Durazo, “This bill will have positive local employment and investment impacts in California. It will assure that we put people to work fixing leaks.”

“Our union members are the first responders to gas leaks from natural gas pipelines and we see firsthand the need to repair this vital part of the gas company’s infrastructure,” said Robert Hoffman, president of Local 132. “Fixing and updating these pipelines will also create and sustain good jobs for our locals — no one knows better than us how to keep our customers safe. Union members are committed and trained to insure proper safety and service.”



Photo: ASSOCIATED PRESS

## 8 Die In ConEd Gas Explosion

Eight people died when a 127-year-old Consolidated Edison gas main exploded on March 12, leveling two apartment buildings in New York City’s East Harlem. ConEd has the highest rate of gas leaks of any utility with over 100 miles of pipeline in the country.

“This most recent fatal pipeline disaster highlights the need to rebuild America’s infrastructure. By doing so, our communities will be made safer, people can be put to work in good jobs, and methane leakage will be reduced to help save the environment,” said UWUA President Mike Langford after the fatal blast.

# UWUA 2014 Victory Conferences

**Building Union Power!**

**Region III**



**UWUA President Mike Langford**

**“We have important elections coming up this year. Working people in this country have never been under attack like they are today. We need our members to get engaged and that’s what we are trying to accomplish with our Member-to-Member program and at these conferences. It’s going to take folks like us to take our country back.”**

“V” is for victory: Local leaders joined with national officers in Columbus, OH at the Region III Victory Conference.

## **Focus On Mid-Term Elections and Empowerment Through Member-to-Member Program**

**R**egion III kicked-off this year’s Regional Victory Conferences with a bang as local and national leaders met in Columbus, OH for three days in May. In addition to highlighting pro-working family candidates running for office in the upcoming mid-term elections, attendees participated in a series of workshops to give them the tools they need to build union power through the UWUA Member-to-Member program.

The other four UWUA regions will hold their victory conferences before the mid-term elections so as to maximize the power of utility workers at their worksites, in their communities and at the ballot box.

Along with candidates seeking election to local, state and national offices, Ohio Senator Sherrod Brown, Massachusetts Senator Elizabeth Warren and Ohio Congressman Tim Ryan each addressed the conference through video.

# Time to Reclaim America for V



**Ed Fitzgerald, Candidate, Ohio Governor**

It matters who is in government. If you have a government that is working for someone else, it is going to hurt you. We are counting on everybody in this room to turn our state around.”

“In 2010, a very small group of people who have a lot of money took over government in Ohio. They took it over to run it for their own benefit. American government is supposed to be “of the people, by the people, and for the people.” When you have a government that is being run by a very small group, that’s when you realize the importance of that phrase.

What’s gone wrong in the State of Ohio is that John Kasich does not work for you. He does not work for the people of Ohio. He never has. Take Senate Bill 5 as an example. Who did SB 5 benefit? Nobody in this room, nobody that you know. And, when you had a chance to vote on it, you voted it down by a large percentage. There is a very small group of people that want to destroy unions in this state and in this country. They tried it in 2011 and they will try it again.



## Young Workers Initiative Committee

Young Workers Initiative Committee members Michael Mackey, left, from Local 270, and Paul Talboo, from Local G-555, presented a workshop on engaging young workers, especially for the 2014 mid-term elections. Their message:

*The youth vote played an important part in electing President Barack Obama in 2008 and 2012. And, labor needs to play a huge role in making sure that a workers’ victory is delivered in the mid-term elections.*

“Over the last 40 years, there has been an orchestrated attempt, one election at a time, one court ruling at a time, one trade law at a time, one tax law at a time, that has resulted in the massive decline of the middle class... The trade union movement, through collective bargaining, built the middle class and made the economy work. Our strength is you all, the people in your workplace, in your community, your family and friends. We cannot be defeated when we are together. We saw what happened when we were not together in 2010. We have to be together in 2014.”



**Tim Burga, President, Ohio State AFL-CIO**



**Jennifer Garrison, Candidate, Ohio 6th Congressional District**

“We need to take back the 6th Congressional District for working families. We are going to have to take it back from the Tea Party because that’s who has it now.... I know about energy. I represented coal, oil and gas interests in the Ohio House for six years. I care about coal. I care about Utility Workers. I care about United Mine Workers. I care about Boilermakers. And, I know the truth that we use too much coal to have it go away. So, together, we have to find a way to have coal work. I will be voting pro coal, pro gun, pro 6th District.”

# Working People!



**Nina Turner,**  
Candidate, Ohio  
Secretary of State

“I am a Mother Jones kind of girl. I will fight like hell for the living and pray for the dead. I am running for those whose rights are under attack. This is not about political affiliation. But, it is very clear that there is one party that is trying to take away collective bargaining rights, one party that is trying to take away women’s rights, one party that is trying to take away voting rights.

We are at a moment in time when we have the power and capacity to change things.

When history is written about what we did in 2014, I want it to be said that we stood up and locked arms for what is right. That we decided to lay our specific party affiliations aside and joined together to protect the middle class and the right to vote.”



**Dee Gillis,**  
Candidate, Ohio  
State Senate  
District 5

“Utility workers have a special place in my heart because Local 175 helped support our family for 36 years, and still do in my husband Kelly’s retirement. The number one reason that I am running is to stop “right-to-work” from happening in Ohio. This is really important. Pro-labor representatives need to regain two more seats in the Ohio Senate so we will be able to beat back a super majority in favor of right-to-work legislation. We have to get our people out to vote. We have to have a lot of volunteers. I can’t do it alone. I need all of you to help me help you. I look forward to being on your side.”

## The Path to Victory!

Our nation has reached a point in history at which the “old ways” of solving economic problems and ensuring a fair shake for all working families just don’t work anymore. Working families and the poor are increasingly being victimized by hostile political foes and aggressive employers. On issue after issue -- family income, taxes, investment for national infrastructure, education, health care, retirement security – fairness for working people is ignored.

2014 provides an opportunity for the union to fight back, win victories and take a major leap toward winning fairness and security. Over the course of the next few months all of America will engage in the important mid-term elections. Many UWUA locals will also be involved in important contract negotiations and those locals not having expiring contracts are preparing for future bargaining. As always, there are the daily challenges of handling grievances and resolving workplace problems.

How do we give ourselves the best chance for success?

The key to having the best chance of success in all of these areas is having an active “Member-to -Member Action Network” within each UWUA local. It’s really very simple; the union’s strength comes from membership involvement. Building member involvement is imperative in order to have a powerful activist union. Therefore, the 2014 “Victory Conferences” are designed to focus on

how to unleash member power and create real opportunity in America. So, whether mobilizing for strength during contract negotiations, fighting for legislation to protect working families and electing those who will fight for that legislation, or protecting worker rights within the contract, it is critical to have involvement from all.

Each conference will include key local/national political leaders and candidates. Attendees will examine in detail the challenges and threats they face and work to develop the skills to return home and make a difference.

There are some exciting things happening within the union. The Regional Victory Conferences provide the opportunity to learn from each other, and map out a real strategy for victory.

By choosing to act, people choose to take responsibility for their own lives and their family’s future. The Victory Conferences help to create a vision for a better life, and provide the tools to get there. Help shape that vision and join with your union brothers and sisters on the path to VICTORY!



Labor consultant Steve Wyatt leads the workshop on building union power.

**Utility Workers Union of America, AFL-CIO**

**Statements Of Financial Position**

Year Ended December 31, 2013

	Unrestricted				Temporarily Restricted	
	General Fund	Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	COPE Fund	Total
<b>CURRENT ASSETS</b>						
Cash and cash equivalents	\$ 289,210	\$ 105,822	\$ -	\$ 100	\$ 139,431	\$ 534,563
Investments	\$ 3,583,683	\$ 2,786,093	\$ -	\$ -	\$ -	\$ 6,369,776
Accrued interest receivable	\$ 1,079	\$ 2,146	\$ -	\$ -	\$ -	\$ 3,225
Per capita receivable	\$ 1,434,996	\$ 161,750	\$ -	\$ -	\$ -	\$ 1,596,746
Accounts receivable	\$ 125,451	\$ -	\$ -	\$ -	\$ -	\$ 125,451
Due from (to) other funds	\$ (1,251,164)	\$ 1,256,164	\$ -	\$ -	\$ (5,000)	\$ -
Government grants receivable	\$ 19,317	\$ -	\$ -	\$ -	\$ -	\$ 19,317
Receivable from locals for bond premiums	\$ 21,207	\$ -	\$ -	\$ -	\$ -	\$ 21,207
Prepaid expenses	\$ 88,533	\$ -	\$ -	\$ -	\$ -	\$ 88,533
<b>Total current assets</b>	<b>\$ 4,312,312</b>	<b>\$ 4,311,975</b>	<b>\$ -</b>	<b>\$ 100</b>	<b>\$ 134,431</b>	<b>\$ 8,758,818</b>
Furniture and equipment	\$ 38,817	\$ -	\$ -	\$ -	\$ -	\$ 38,817
<b>Total assets</b>	<b>\$ 4,351,129</b>	<b>\$ 4,311,975</b>	<b>\$ -</b>	<b>\$ 100</b>	<b>\$ 134,431</b>	<b>\$ 8,797,635</b>
<b>LIABILITIES AND NET ASSETS</b>						
<b>CURRENT LIABILITIES</b>						
Accounts payable and accrued expenses	\$ 381,011	\$ -	\$ -	\$ -	\$ -	\$ 381,011
Amounts due for unsettled investment purchases	\$ 1,035	\$ 336	\$ -	\$ -	\$ -	\$ 1,371
Funds held on behalf of others	\$ 3,205	\$ -	\$ -	\$ -	\$ -	\$ 3,205
<b>Total current liabilities</b>	<b>\$ 385,251</b>	<b>\$ 336</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 385,587</b>
<b>LONG-TERM LIABILITIES</b>						
Accrued post-retirement benefits cost	\$ -	\$ -	\$ 1,082,080	\$ -	\$ -	\$ 1,082,080
Deferred compensation liability	\$ 486,029	\$ -	\$ -	\$ -	\$ -	\$ 486,029
<b>Total long-term liabilities</b>	<b>\$ 486,029</b>	<b>\$ -</b>	<b>\$ 1,082,080</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,568,109</b>
<b>Total Liabilities</b>	<b>\$ 871,280</b>	<b>\$ 336</b>	<b>\$ 1,082,080</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 1,953,696</b>
<b>NET ASSETS</b>						
Unrestricted	\$ 3,479,849	\$ 4,311,639	\$ (1,082,080)	\$ 100	\$ -	\$ 6,709,508
Temporarily restricted	\$ -	\$ -	\$ -	\$ -	\$ 134,431	\$ 134,431
<b>Total net assets</b>	<b>\$ 3,479,849</b>	<b>\$ 4,311,639</b>	<b>\$ (1,082,080)</b>	<b>\$ 100</b>	<b>\$ 134,431</b>	<b>\$ 6,843,939</b>
<b>Total liabilities and net assets</b>	<b>\$ 4,351,129</b>	<b>\$ 4,311,975</b>	<b>\$ -</b>	<b>\$ 100</b>	<b>\$ 134,431</b>	<b>\$ 8,797,635</b>

**Statement Of Activities**

Year Ended December 31, 2013

	Unrestricted				Temporarily Restricted	
	General Fund	Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	COPE Fund	Total
<b>REVENUE</b>						
Per capita dues	\$ 8,983,613	\$ 1,006,085	\$ -	\$ -	\$ -	\$ 9,989,698
Initiation and charter fees	\$ 34,112	\$ -	\$ -	\$ -	\$ -	\$ 34,112
Interest and dividends	\$ 97,140	\$ 65,536	\$ -	\$ -	\$ -	\$ 162,676
Allocation of interest and dividends	\$ 65,536	\$ (65,536)	\$ -	\$ -	\$ -	\$ -
Net appreciation in fair value of investments	\$ 177,404	\$ 73,775	\$ -	\$ -	\$ -	\$ 251,179
Contributions	\$ -	\$ -	\$ -	\$ -	\$ 164,439	\$ 164,439
Credit card royalties	\$ 114,968	\$ -	\$ -	\$ -	\$ -	\$ 114,968
Grant revenue	\$ 1,101,365	\$ -	\$ -	\$ -	\$ -	\$ 1,101,365
Other	\$ 175,493	\$ -	\$ -	\$ -	\$ -	\$ 175,493
Net assets released from purpose restriction	\$ 94,634	\$ -	\$ -	\$ -	\$ (94,634)	\$ -
<b>Total Revenue</b>	<b>\$ 10,844,265</b>	<b>\$ 1,079,860</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 69,805</b>	<b>\$ 11,993,930</b>
<b>Expenses</b>						
	\$ 10,675,151	\$ 631,583	\$ (34,653)	\$ -	\$ -	\$ 11,272,081
<b>Change in Net Assets</b>	<b>\$ 169,114</b>	<b>\$ 448,277</b>	<b>\$ 34,653</b>	<b>\$ -</b>	<b>\$ 69,805</b>	<b>\$ 721,849</b>
Inter-Fund Transfer	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Net assets beginning of year	\$ 3,310,735	\$ 3,863,362	\$ (1,116,733)	\$ \$100	\$ 64,626	\$ 6,122,090
<b>Net assets end of year</b>	<b>\$ 3,479,849</b>	<b>\$ 4,311,639</b>	<b>\$ (1,082,080)</b>	<b>\$ \$100</b>	<b>\$ 134,431</b>	<b>\$ 6,843,939</b>



**Statement of Expense - General Fund & Defense and Organizing Fund**

Year Ended December 31, 2013

Salaries	\$3,748,680
Lost time payments	\$14,991
Payroll taxes	\$256,404
Pension	\$813,355
Other fringe benefits	\$660,804
Post-retirement benefits	\$293,339
Lockout benefits	\$32,700
Expenses	\$310,758
Transportation	\$495,601
Executive Board expenses & allowances	\$369,974
Office rent	\$258,840
Supplies and materials	\$145,427
Postage and delivery	\$38,140
Telephone	\$84,397
Insurance	\$176,793
<i>The Utility Worker</i>	\$227,134
Professional services	\$1,077,134
Dues and subscriptions	\$45,951
Scholarships	\$13,180
Contributions	\$37,300
COPE Fund contributions	\$94,634
Affiliation fees	\$436,978
Conferences and meetings	\$380,296
Grant expenses	\$1,119,084
Organizing campaigns	\$29,680
Political education	\$6,663
Depreciation and amortization	\$13,336
Per capita reimbursed upon request	\$446
Convention	-
Other	\$90,062
<b>Total</b>	<b>\$11,272,081</b>

## Training Center Set to Open in June

Friday, June 20, 2014 will go down in our union's history as an historic day. On that day, the UWUA's Power for America training center will open in Potterville, Michigan. Hundreds of new union members and incumbent workers will go through rigorous training there for jobs at Michigan's Consumers Energy. The facility is owned by the Michigan State Utility Workers Council and will be operated and run by the UWUA Power for America Training Trust. Utility workers training utility workers, what could be better?

Reaching this long sought after goal could not come at a better time. Water, gas and electric utilities are straining to meet the demands of our rapidly changing world. The need for more full-time, in-house, union staff to do the work has never been greater and who better to train the new hires than the UWUA. With the opening of our new Power for America training facility we will be prepared to train the next generation of utility workers to be the best trained, highest skilled, safest and most productive workers. With our training programs and new facility, we will have a model that can be duplicated anywhere in the country to meet the changing needs of our industry and the communities we serve.

### We know what it takes

With the precarious condition of our nation's utility infrastructure, it is clear that the corporations that have been allowed to operate and maintain these systems do not have all the answers. The questions ratepayers, regulators, and elected officials are asking (what needs to be done to have safe, reliable, affordable service) cannot be answered by these corporations alone, they need our input also.

So that's where we come in. We are utility workers. We know what it takes to make the systems work because that's what we do every day, 24-7-365. We are respected for our knowledge, our work and our ideas and now regulators, policymakers, elected officials and the public are listening to us.

In California, New York, West Virginia, Michigan and elsewhere, the UWUA is having an impact at the regulatory and legislative levels, successfully involving utility workers in policy decisions and demonstrating that increased in-house staffing levels is a necessity in order for utilities to fulfill their mission to serve the public.

In Michigan, the Public Service Commission issued orders on May 2 after investigating utility performance during the Decem-

ber 2013 ice storm that left thousands of people without power over the holidays. The order takes a positive step in the right direction for utility workers and shows that the PSC is paying attention to union concerns.

The UWUA issued its own "white paper" on utility performance during the ice storm. The paper, which relied on union member interviews and surveys, made its way into comments regarding the ice storm filed with the PSC. The union urged the PSC to require utilities to evaluate their staffing levels, and for the Commission to take a hard look at the extent to which core utility functions are being conducted by personnel who are not day-to-day utility employees.

### More in-house jobs with proper training

The union recommended the PSC direct the utilities to conduct an audit of baseline staffing levels for in-house personnel paying particular attention to the extent to which contractors are being hired in place of in-house staff. In the May 2 order, the PSC urged the utilities to consider the union's recommendation for an independent audit regarding the adequacy of current baseline staffing levels.

This activity in Michigan comes close on the heels of a ConEd rate case settlement in New York, where the NY Public Service Commission decided to conduct an independent audit of utility staffing practices and the use of outside contractors there. This was fueled by another union white paper critiquing ConEd's efforts during Hurricane Sandy. The Sandy white paper relied on union members' first-hand knowledge and experience.

Meanwhile, in California, the UWUA is sponsoring legislation that will require gas utilities there to maintain pipelines more vigorously and that, in turn, will mean more jobs for gas workers.

In West Virginia on April 8, the PSC issued a final order in support of the union and consumers stemming from a 2011 complaint by the UWUA that WV American Water was trying to improperly reduce staff. The union successfully beat back the worst of the company's proposed employee cutbacks, and the company has now been forced to continue water projects for numerous WV communities.

As these cases show, the union is successfully making the linkage between proper staffing and system safety and resilience to regulators, policymakers, elected officials and the public.



Steve VanSlooten  
Executive Vice President

**"The union is successfully making the linkage between proper staffing and system safety and resilience to regulators, policymakers, elected officials and the public."**

# The Hypocrisy of “Pension Reform”

John Birkner Jr., mayor of Westwood, NJ and president of Local 534, recently penned the article below. While written for a New Jersey audience, his message resonates nationally as workers confront threats to their hard earned pensions. This article originally appeared on NorthJersey.com.



John Birkner Jr.  
President, Local 534

New Jersey’s State Public Employee Retirement System (PERS) once again sits front and center as a focal point with lawmakers debating the state’s financial future. The issue has unfortunately morphed into a power play woven with the threads of political rhetoric. The workers who pay into the pension fund have long been cast as the culprits in a system described as unsustainable and destined for insolvency, while advocates of pension reform play sleight of hand with a system designed to protect a workforce into retirement.

Their argument is being dictated through incomplete evidence and misleading allegations, influencing public opinion with a repertoire of catchphrases and the condemnation of public workers guilty simply of doing their jobs every day. The refusal to address glaring deficiencies of the PERS while instead scapegoating the public workforce with furious denunciation makes the pure hypocrisy of pension reform worth exploring further.

## Distortions

Repetitious use of terms such as “entitlement,” “unfunded liability,” “lifetime benefits” and “looming crisis” serve as the precursor for the cunning comparison of New Jersey’s pension shortfalls to the bankruptcy of the City of Detroit. Thus, the illusion. The public is led to believe it is the typical worker draining funds from a once-stable system and putting at risk the security of thousands of retirees. The focus of our state’s fiscal woes are thus deftly steered away from the very parties that have accelerated the financial decline, and blame is instead placed directly onto the backs of the workforce.

**“The refusal to address glaring deficiencies of the PERS while instead scapegoating the public workforce with furious denunciation makes the pure hypocrisy of pension reform worth exploring further.”**

The core issue is that the money going into the system is not keeping pace with the money going out. Conveniently omitted from discussions about the pension fund is the fact that the full-time workforce has always paid, and continues to pay, into a pension system in proportion to its full-time salary. The years of credit earned toward a worker’s pension are all based on real full-time work, documented and accounted for.

## Fund is self-sustaining

In fact, the NJ PERS itself had been undeniably self-sustaining, so much so that it became fashionable for a long line of governors beginning with Christie Whitman all the way up to and including Governor Christie to raid funds contributed by public employees to cover budget shortfalls in other areas. The most flagrant abuse and inconvenient truth is that business as usual continues with unabated payments of New Jersey Public Employee Retirement System funds to part-time elected and appointed officials who accumulate

years of pension credit from having served as a mayor, councilmember, commissioner, legislative aide or other such public official. These years of service are then parlayed into a comfortable pension as a result of an end-of-career appointment to a plum patronage job that boosts pension payouts by astronomical amounts.

## Six-figure salaries

Peel back a layer or two on the public employee roster and it is easy to uncover those having been rewarded with up to six-figure salaries and who are now set up to receive a nicely enhanced pension upon retirement, even though their cumulative contributions into the state pension system were minuscule and based on a small stipend received as a part-time official.

Squirreled away in cubicles and offices statewide are beneficiaries that have contributed more to political campaigns than they have to the PERS. It is not a Democrat or Republican issue here. This is a matter of bipartisan abuse that not one legislator in the State of New Jersey is addressing in a meaningful way. Democrats blame Republicans, and Republicans blame Democrats for standing in the way of significant change. Yet they stumble over each other to take credit for “reform” that dramatically impacts the real workforce while keeping the public blissfully unaware that loopholes for abuse remain firmly in place, thus placating the political interests across the state.

Visit virtually any state or county agency and you can begin to unravel an extraordinary network of political

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# When Law Makers Become Law Breakers, American Workers Have Little Recourse



John Duffy  
National Vice President

**A**s Americans, we all believe in freedom and democracy. However, some extreme right wing politicians beat those two words to death, in an attempt to prove to the voting public that they are more patriotic than the next guy. Those same politicians love to preach about smaller government, and less government interference in our lives.

The recent government interference in the livelihoods of hundreds of workers at the Volkswagen plant in Chattanooga, TN shows that not only can politicians be hypocrites, they can also break the law with impunity.

As was widely reported in the press, the United Auto Workers organizing drive at that plant was unsuccessful. Many conservative news outlets just cited it as a rejection of the union. What they downplayed, or didn't mention at all, was the threats that led a narrow majority of workers (53%) voting against the union. The actual vote was 712 to 626. That means that a swing of just 44 votes would have allowed the workers to unionize.

## Who we elect matters

The real outrage here is that those threats didn't come from the employer, they came from elected officials at the state level, and the US government. The employer, Volkswagen, had remained neutral, and even allowed the union access to the plant. Attacks from elected officials (law makers) were not just aimed at workers who might have the audacity to simply exercise their rights under the law, but were also aimed at the employer for not sharing in their anti-union animus.

Here are just some of the lies and threats from those elected officials:

**Republican U.S. Senator Bob Corker**, (one of the 20 richest members of Congress at \$60 million) said that VW would expand the factory if the union was rejected.

**Republican State Sen. Bo Watson** "It has been widely reported that Volkswagen has promoted a campaign that has been unfair, unbalanced and, quite frankly, un-American in the traditions of American labor campaigns. Should the workers choose to be represented by the United Auto Workers, then I believe ad-

ditional incentives for expansion will have a very tough time passing the Tennessee Senate."

Un-American? So, somehow when the union and the employer cooperate with each other, that's un-American? What did he mean by "the traditions of American labor campaigns"? Was Mr. Watson referring to the good ole days when union organizers were beaten by company thugs? Maybe he was referring to "The Battle of the Overpass," when the Ford Motor Company sent it's goons after UAW organizers, including Walter Reuther and Richard Frankenstein, for attempting to hand out pro-union fliers.

**"The anti-labor forces in this country will continue to preach about freedom and democracy, while trampling on those values whenever they can get away with it. That's why active involvement in the fall elections is imperative for all working people, especially trade unionists."**

## What's next, goon squads?

That encounter produced the now infamous photo of a bloodied and beaten Frankenstein.

Frankenstein had his jacket pulled over his head and was kicked and punched. Reuther was punched and kicked, dragged to the stairway, thrown down a flight of steps, then beaten and kicked some more. One union organizer, Richard Merriweather, suffered a broken back as the result of the beating he received.

No doubt, that if Volkswagen had done the same to these UAW organizers, Bo Watson and Bob Corker would have blamed the union for the violence, as the Ford Motor Company tried to, back in 1937. But in this case, the employer simply wanted to cooperate with the union. It was elected officials that were the goons.

While most American employers still resist union organizing efforts with intimidation and threats, they now have an ally willing to do the same – elected officials that can break the law with impunity, in order to stop workers that are simply exercising their rights under the law.

Since the midterm elections in 2010, the attacks on unions by elected officials is at a level unimaginable just prior to those elections. Most of those attacks were carried out by three Republican Governors with Republican control of their State

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# Meet the Young Workers Initiative Committee



**Reggie Davis**  
Chair, Young Workers Initiative Committee

The Young Workers Initiative Committee is transitioning new members onto the committee. More qualified candidates for the committee stepped forward than the allotted-for seats. Although not everyone could be selected, there will be opportunities to serve on the YWIC in the future.

In any case, there is always an opportunity for all UWUA young workers to get involved with their union. YWIC will be starting local young worker groups in every region soon, and your support and participation are welcome. YWIC's goal is simply to get more young workers engaged in the activities of their union.

The committee will help educate and train young workers so there is a deeper sense of what it means to belong to a union, and the importance of the role unions play in protecting the people who work for a living. By mobilizing and engaging young workers in the life of their union, great strides can be made for the labor movement and the working families it represents.

The union's young workers are partners, allies, and a necessary and effective force in the fight for economic fairness and justice. This is a never-ending struggle and it is everyone's responsibility to develop tomorrow's UWUA and the country's labor leaders today.

That's what the YWIC is all about. These young women and men who volunteered to serve on the committee have decided to get involved rather than complain from the sidelines. Every

UWUA member, young and seasoned, should get more involved.

Unions are under a vicious attack. The right to organize, to be paid a living wage, to have affordable healthcare, and more, are all on the line. The YWIC has developed a powerful presentation for the UWUA Regional Victory Conferences to educate, agitate, and mobilize members to get involved in the 2014 mid-term elections.

Every vote counts and yes, one vote, your vote can make a difference. So please support YWIC, the UWUA and the labor movement. Show some interest in protecting your interest by voting your interest.

## 2014 YWIC

### Region 1:

Jessica Francis-Wright – Local 601  
Craig Pinkham – Local 369  
Sharon Griffith – Local 1-2

### Region 2:

Clint Carson – Local 102-G  
Chris Ruckie – Local 69  
Josh Karst – Local 180

### Region 3:

Paul Talboo – Local G-555  
Michael Mackey – Local 270

### Region 4:

Luke Williams – Local 18007  
Matt Koch – Local 107

### Region 5:

Eric Hofmann – Local 132

Young Workers Initiative Committee



**Jessica M. Francis-Wright**  
Region 1

My goal as a YWIC member is to share what I'm learning on this committee by starting a chapter at my local, Local 601. We need to educate our fellow young workers on the importance of unions in order to secure our future.



**Sharon Griffith**  
Region 1, YWIC  
Governance  
Committee Chair

I've been in the union for 3.5 years. I'm looking forward to starting a Young Workers group in Local 1-2 and eventually all Region 1 Locals.



**Josh Karst**  
Region 2

I've been a lineman in Pennsylvania for six years, and was recently involved in my first labor dispute. It really opened eyes to the importance of strength and unity within our union. By sticking together and never forgetting what those union members who came before us fought so hard for, we as union members can put an end to out of control corporate greed!



**Chris Ruckie**  
Region 2

I'm a member of Gas Workers Local 69. I joined the YWIC committee to get more involved with the union and to bring something back to my local to educate the young members and keep it strong. I think young members need to know what unions have done and continue to do for the workforce, both union and nonunion, and that they are the future.

# Craig Massey Appointed Chair of the Human Rights Committee



Craig Massey  
Chair and Region 4 Advisor  
Human Rights Committee  
Michigan Local 223

Local 223 Human Rights Director Craig Massey recently assumed the position of Chair of the Human Rights Committee, taking over from Deborah Smith, who remains an active committee member. Below is Massey's report to the members.

**Mission: To provide advocacy, training and support to UWUA local unions and members in the areas of Human Rights/Civil Rights, and all matters of discrimination in the workplace.**

The Human Rights Committee's plan and commitment is to involve ourselves in the work of our mission statement, and to focus on fulfilling that mission in order to best help the UWUA this year, and in the future.

We have commitments from National Union Officers and the Wayne State Labor School to develop training and curriculum to help with Solidarity/Diversity issues, and give committee members the tools we need to fulfill our mission to serve the National Union and its locals.

Our agenda for the next year includes:

- Producing a Human Rights Committee Welcome Packet
- Combining Women's Rights with committee work
- Developing a Complaint Report Flow Chart
- Raising our visibility in the union

In closing, I would like to thank Deborah Smith, past committee chair, for her service to UWUA members and her continuing commitment to the work of the committee, specifically in helping to develop our agenda and for working with me as the new chair.

## 2014 Human Rights Committee

### Region 1:

- Deborah Smith – Local 369
- Milagros Valentin-Grantham – Local 1-2
- Matthew Marfione – Local 369

### Region 3:

- Eric Richardson – Local 544

### Region 5:

- Robert Howard – Local 246
- Kelli Lacy – Local 132

### Region 2:

- Clinton Carson – Local 102-G

## Young Workers Initiative Committee



Michael Mackey  
Region 3

Through the Young Workers Initiative Committee, I hope to gain knowledge, to utilize and develop my leadership skills, and to build a network that will make my career long and successful.



Paul Talboo  
Region 3

I've been a member of UWUA Local G-555, representing the employees of Dominion East Ohio Gas, for over 13 years and have held elected office as a District Representative since 2011. I'm the fourth straight generation of Talboo men to serve as a Union official. I was raised with a sense of obligation to unions, to protect and preserve what our forefathers fought so hard for, and have dedicated my career to serving the members of my local and national. It is a distinct honor to have been chosen to serve on the UWUA Young Workers Initiative Committee.



Luke Williams  
Region 4

I am a utility worker as well as a trustee on the Executive Board for Gas Workers Local 18007. My goal is to represent my local and serve as my brothers and sisters did before me. Bringing a fresh perspective from the YWIC, I believe my role offers great opportunity to further my career as a union leader.



Matt Koch  
Region 4

I am currently a step four-apprentice line worker out of Local 107 in Grand Rapids, Michigan. I love to hunt and fish every chance I get. As a member of YWIC, I hope to be able to inform and empower young people, within our union as well as outside our membership, to join the labor movement and strive for increased support in organized labor.



Eric Hofmann  
Region 5

I'm a construction technician for SoCal Gas with Local 132. I work with operations, maintenance, and new installations of distribution pipelines. I think it is truly imperative that the younger generation starts becoming more involved with their respected locals and, ultimately, more aware of the battles that are not only currently going on, but moreover, for what lies ahead.

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## The Hypocrisy of “Pension Reform”

friends and family from both sides of the aisle who are the beneficiaries of such enhanced pension eligibility.

The defenders of the so-called reform will be quick to say that newly elected or appointed officials can no longer qualify for PERS. This is only a baby step in the right direction, and not much more than a Band-Aid on a gunshot wound. What has not been addressed as a significant problem are the thousands of officials who continue to be enrolled in PERS who stand to gain handsomely upon retirement with “to the victor go the spoils” job appointments that boost end of career salaries.

The “overhaul of public employee pension benefits” as touted by Christie in his recent address to the Conservative Political Action Conference receives standing ovations; however, the con-

tinued good fortune for the politically connected spotlights the weakness in current pension reforms, which the governor has called his “biggest governmental victory.”

Those new laws implemented changes in the terms of employment that require public workers to contribute significantly more toward state pension and health benefits. Unfortunately, there have been no similar retroactive changes to stop the flow of cash to those who game the system for millions of dollars a year, siphoning PERS funds by boosting pension payouts.

### Unjustified

The practice of politicians silently feeding at the public trough and greedily rewarding each other with the hard-earned benefits of our workforce is sim-

ply not justifiable. These not-so-subtle loopholes exacerbate the state pension woes and pass the burden directly to the legitimate rank-and-file employee and, of course, the taxpayer.

While a small fortune is being made by those exploiting the pension loopholes, there is not a DPW laborer in the state of New Jersey that is getting rich from his or her salary or earned pension. Collective bargaining has helped to ensure quality-of-life measures for the workforce, and the pension system was designed to offer some protections for these employees into retirement after lengthy careers as full time public servants.

New Jersey’s public workers are not the cause of our PERS financial shortfalls, they are the reason New Jersey works.

## NATIONAL VICE PRESIDENT’S REPORT

Continued from page 17

## When Law Makers Become Law Breakers, American Workers Have Little Recourse

Houses. Scott Walker in Wisconsin all but gutted state labor law; Michigan Governor Rick Snyder signed right-to-work legislation into law; and Ohio’s John Kasich also tried, but failed to gut state labor law after the citizens of Ohio mounted a successful campaign to repeal Senate Bill 5. That was a huge set back to the political ambitions of John Kasich, who no doubt would have been considered a major Presidential contender by the extreme right wing of the Republican party had he been successful in his attempted assault on Ohio workers.

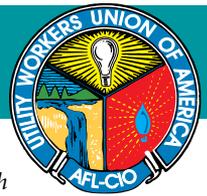
These attacks on workers by right wing extremists will only

**“While most American employers still resist union organizing efforts with intimidation and threats, they now have an ally willing to do the same – elected officials that can break the law with impunity, in order to stop workers that are simply exercising their rights under the law.”**

worsen if we don’t keep up the fight. The anti-labor forces in this country will continue to preach about freedom and democracy, while trampling on those values whenever they can get away with it. That’s why active involvement in the fall elections is imperative for all working people, especially trade unionists.

Politicians that wish to do us harm depend on apathy in order to succeed, and would be happy with an electorate that is more interested in who wins the next American Idol, than who wins the next election.

# 2016 UWUA Scholarship Program



The UWUA Scholarship Program was established by Utility Workers Union of America, AFL-CIO, for sons and daughters of active UWUA members. Since its inception in 1961, the program has provided 109 scholarships. The annual competition is conducted through the National Merit Scholarship Program by National Merit Scholarship Corporation (NMSC), an independent, not-for-profit organization. NMSC's purposes are (1) to identify and honor exceptionally able high school students and (2) to provide a system of services for corporations, foundations, and other organizations that wish to sponsor college undergraduate scholarships for outstanding students who interest them. All aspects of the selection of winners and the administration of their awards are handled by NMSC.

## Who Is Eligible?

Only high school students who are sons and daughters of UWUA active members can compete for these scholarships. Such students also must meet all requirements for participation in the National Merit Scholarship Program that are published in the PSAT/NMSQT Official Student Guide, which is updated annually and distributed to students through their high schools.

To participate in the program, students must take the qualifying test, the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) during the proper high school year. In general, students who spend the usual four years in grades 9 through 12 must take the PSAT/NMSQT when they are in their third year (grade 11/junior year). Students who plan to leave high school a year (or more) early to enroll in college full time should refer to the PSAT/NMSQT Official Student Guide (or contact NMSC) about when to take the test. A participant also must be a citizen of the United States or be a permanent U.S. resident (or have applied for permanent residency, the application for which has not been denied) and intend to become a U.S. citizen at the earliest opportunity allowed by law. The PSAT/NMSQT Official Student Guide explains these and other requirements for the competition, gives detailed information about the test (including sample questions and a complete practice test), and describes the scholarship programs NMSC administers.

## How Does A Student Enter The 2016 UWUA Scholarship Program?

To enter the competition for UWUA Scholarships to be awarded in the spring of 2016, children of members who will complete high school and enroll full time in college in 2016 must take the PSAT/NMSQT in the fall of 2014, on the date their school chooses for the administration — either Wednesday, October 15 or Saturday, October 18, 2014. **(At the beginning of the 2014-2015 school year, the student should obtain a copy of the 2014 PSAT/NMSQT Official Student Guide from the high school counselor and make arrangements with the school to take the PSAT/NMSQT in October.)**

The student also must file an entry form directly with UWUA by December 31, 2014 (see form on next page). The entry form for the 2016 competition must be completed and mailed to: *Utility Workers Union of America Scholarship Program, Utility Workers Union of America, AFL-CIO, 815 16th Street, NW, Washington, DC 20006.*

## How Are Winners Selected?

All UWUA Scholarship winners in 2016 will be chosen from a group of candidates who (1) score high on the 2014 PSAT/NMSQT and (2) are notified by NMSC in the fall of 2015 that they may receive further consideration for a scholarship by meeting several academic and other requirements set by NMSC. Scores from the 2014 PSAT/NMSQT will be used by NMSC as an initial screen of applicants in the 2016 UWUA Scholarship Program. Entrants who advance in the competition will be contacted by NMSC on or before December 31, 2015. (Only those entrants who advance in the competition will be notified and receive materials from NMSC.) These students and their high school principals will complete applications that include biographical and academic information that must be filed with NMSC. Scholarship winners will be chosen on a competitive basis and without regard to family financial circumstances, gender, race, ethnic origin, or religious preference. An NMSC committee

of professionals trained in selection will choose the winners by evaluating several factors about each eligible candidate; these include academic record throughout high school, significant activities and contributions to the school and community, test scores, the school's recommendation of the candidate, and the student's essay about personal characteristics, activities, plans, and goals. In most cases, winners will be notified by NMSC in March of 2016. All winners are notified directly, prior to any public announcement that may be made about recipients.

## What Is The Amount Of The Award?

The stipend for each UWUA Scholarship winner is determined individually by NMSC and can range from \$500 to a maximum of \$2,000 per year for up to four years of college undergraduate study or until baccalaureate degree requirements are completed, whichever occurs first. The amount of the stipend takes into account both educational costs of the college to be attended and family financial circumstances. NMSC may increase or decrease the winner's annual stipend, within the minimum and maximum limits set for the scholarship, after considering other scholarship aid the winner receives, any change in college to be attended, and/or significant changes in family finances.

## Are There Requirements That Scholarship Winners Must Meet?

Yes. The formal offer of a UWUA Scholarship that NMSC sends to each winner specifies terms for acceptance and continuation of the award. A winner must enter college in the fall term following selection and must enroll as a full-time undergraduate in a college or university in the United States that holds accredited status with a regional accrediting commission on higher education. (Scholarship stipends are not payable for attendance at service academies, virtual universities, and certain institutions that are limited in their purposes or training.) Also, the winner must attend college during the day, enroll in a course of study leading to one of the traditional baccalaureate degrees, and remain in good academic and disciplinary standing.

## Who Handles Scholarship Procedures?

All phases of the competition, including the selection of winners and payment of scholarship stipends are handled for Utility Workers Union of America, AFL-CIO by National Merit Scholarship Corporation.

NOTE: A student who does not take the 2014 PSAT/NMSQT because of illness, an emergency or other extenuating circumstances (but meets all other participation requirements), may still be able to enter the 2016 competition. To request information about possible arrangements for alternate testing after the October 2014 PSAT/NMSQT administration, the student must write directly to NMSC as soon as possible but no later than March 1, 2015. The student should not delay; the earlier the student writes, the more options there are for scheduling test dates. The letter must be postmarked on or before March 1, 2015, for the request to be considered. Write to National Merit Scholarship Corporation, Attn: Scholarship Administration, 1560 Sherman Avenue, Suite 200, Evanston, Illinois 60201-4897; telephone 847/866-5100.

# 2016 UTILITY WORKERS UNION OF AMERICA Scholarship Program Entry Form

THE 2016 UWUA SCHOLARSHIP PROGRAM for sons and daughters of active members of the Utility Workers Union of America, AFL-CIO.

This entry form is to be completed  
and returned before

**December 31, 2014 to:**

Utility Workers Union of America Scholarship Program  
Utility Workers Union of America, AFL-CIO  
815 16th Street, NW, Washington, DC 20006

Please enter my name in the 2016 UWUA Scholarship Program. The program is open to active members' children who will complete high school and enroll full time in regionally accredited U.S. colleges in 2016 and who meet all other participation requirements specified by National Merit Scholarship Corporation (NMSC).

I will complete high school in 2016 and enroll full time in college in 2016:  YES  NO

The month and year I will complete high school is: \_\_\_\_\_ MONTH \_\_\_\_\_ YEAR

I am the  SON or  DAUGHTER of an active member of the Utility Workers Union of America, AFL-CIO

YES, I will take (took) the 2014 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 15 or 18, 2014. I understand that 2014 PSAT/NMSQT scores will be used by NMSC as an initial screen of applicants in the 2016 UWUA Scholarship Program. Scores from prior PSAT/NMSQT administrations (2013 or earlier) cannot be used for participation in the 2016 program.

**Name of Applicant:** Last \_\_\_\_\_ First \_\_\_\_\_ Middle Initial \_\_\_\_\_

**Home Address:** Number and Street \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

**Home Telephone Number:** ( \_\_\_\_\_ ) - \_\_\_\_\_ - \_\_\_\_\_

**Birth Date:** \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_ (Month/Day/Year)

**Gender:**  Male  Female

**High School You Currently Attend:** Exact Name \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

**High School Where PSAT/NMSQT Taken (if different):** Exact Name \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

**Name of Member Parent:** \_\_\_\_\_  Father  Mother  Stepfather  Stepmother

**Employing Company:** \_\_\_\_\_ **Local # to Which Parent Belongs:** \_\_\_\_\_

I further understand that the selection of scholarship winners and stipend payments will be handled by National Merit Scholarship Corporation of Evanston, Illinois.

\_\_\_\_\_  
**Signature of Applicant**

\_\_\_\_\_  
**Signature of Parent Who is a Member of UWUA**

\_\_\_\_\_  
**Date**

Verification of Active Membership by Local Union Officer (please obtain prior to submission):

*"I verify that the parent listed above is an active member in good standing with the local union, and that the above information is true and complete to the best of my knowledge."*

\_\_\_\_\_  
**Signature of Local Union Officer**

\_\_\_\_\_  
**Printed Name of Officer**

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Title of Officer**

( \_\_\_\_\_ ) \_\_\_\_\_  
**Daytime Telephone Number**

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

**Local 1-2**

Madellin Delgado  
Thomas Fitzgerald  
Aljean Johnson  
Loveina Lockett  
Keith Louie

**Local 101**

Anthony J. DeBiasi  
Mark E. Rainwater

**Local 102**

Bob Grimm  
Don Kelley  
Rich Kendall  
Larry McIntire

**Local 102-D**

Leonard Monticue

**Local 102-F**

Gary Barber

**Local 102-G**

Richard Lusk

**Local 102-H**

Gary Puskarich

**Local 102-J**

David Soose

**Local 102-L**

David Grove

**Local 102-O**

Frank Unger

**Local 105**

June Crocker  
Margaret Melko  
Mark Miller  
Michael Shea

**Local 119**

Thomas Bruton  
Wayne Pifer  
Charlie Summerville  
Della Thomas  
Ronald Wilson Jr.

**Local 127**

Janet Ditullio  
Harold Howells

**Local 132**

Larry R. Berlin  
Priscilla Carlos  
Daniel Chavez  
Julia A. Davis  
Roberta L. Ellis  
Armando Garcia  
Hector Garcia  
Roberto Lozano  
Berry Mc Gregor  
Gwendolyn J. Newsome  
Rex Ratzlaff  
Carlos Roldan  
Rolf Schott  
John Velasquez

**Local 144**

Douglas F. Gandy  
Martin E. Smith

**Local 150**

Debra L. Burnett  
James J. Nee

**Local 175**

Robert M. Florence Sr.  
Willie J. Howard  
Timothy J. Pierce  
Paul E. Trittschuh

**Local 180**

Paul Summers

**Local 223**

Christy Beatty  
John Carey Jr.  
Lester Click  
Betty Dean  
Ken Ermert  
Keith A. Kreger  
Chester Marculewicz  
Brian Miller  
Homero I. Ortiz  
Loretta Phillips  
Robert Swain  
Paul Zdanio

**Local 242**

William Behrendt  
Ed Burns

**Local 258**

Jo Ellen Moore

**Local 259**

Marty A. Raburn

**Local 262**

William Dixon

**Local 270**

Thaddeus J. Bednarski  
Ralph Benetka  
Robert A. Cline  
Anthony Culotta  
Terry M. Egan  
Karl M. Fuchs  
Michael Kidd  
James L. Kriz  
David A. Lawson  
Robert W. Meyers  
Gloria Murdock  
James A. Musgrave  
Donald R. Palm  
Lance M. Robinson  
William F. Sheneman  
Mark A. Shirilla  
Richard Sowry  
Robert Spelich  
Michael L. Thies  
Gary E. Tischler  
John A. Wincek  
John Wyman III  
Steve Zamaria

**Local 335**

Larry Evans

**Local 337**

Garry Hoagland

**Local 358**

Debra Hammar

**Local 365**

Janis Wasniewski

**Local 369**

Judith Alvarez  
Richard Beaupre  
Margo Bellamy  
John Bowling  
Veronica Boyd  
Michael Considine  
Donald Dobson  
Sharon Donahue  
Ron Edilson  
Frank Famulari  
Stephen Fernandes  
William Finos  
David Fisher  
Cindy Gibbs  
Brian Hathaway  
Cheryl Jensen  
Milton Jones  
Tricia Juliano  
Judy Kelly  
Normand Lemenager  
Karen Ludwig  
Jack McCarthy  
George McHenry  
Gerald Moretti  
Robert Paulo  
Richard Proctor  
George Quinlan  
Isaac Thomas  
David Titus  
Richard Weygand

**Local 375**

Carol Sirel

**Local 398**

Phyllis Ballentine  
Paula Ford

**Local 416**

Pat O'Brien

**Local 417**

Daniel Andaverde

**Local 423**

Carmine Campise  
Alberto Cardona  
Robert DiMassa  
Robert DuBois  
Kevin Mickle

**Local 430**

Lilia M. Babbitt  
Don Figgins  
Kevin Johnson

**Local 482**

Kevin Baranowski

**Local 522**

Paul “Doc” Blood  
Norman Kanagi  
Mark Susanka

**Local 537**

George Reskovac

**Local 541**

Eric Gust

**Local 544**

Gary Deffenbaugh

**Local 600**

Donna Marie Brown  
Craig E. Dehart  
Gloria Gene Jackson  
Gerald Dwane Johnson  
Pamela S. Pfeiffer  
Robert Thomas Stroer  
Sammy Taulbee Jr.  
Samuel D. Trammell

**Local 601**

Charles F. Larcheveque  
Scott Pasmonde

**Local B310**

James Jendzejec  
George Young



UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
 815 16TH STREET, NW  
 WASHINGTON, DC 20006

**Do you want to receive the magazine electronically?**

If yes, then provide us with your e-mail: \_\_\_\_\_

**Receiving duplicates of the UWUA magazine at the same address?  
 Have you moved? Then let us know**

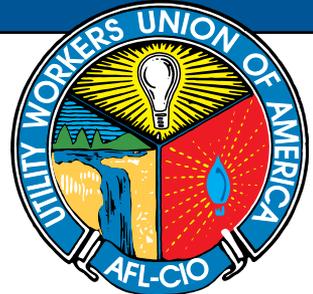
Please fill out and mail this information and the mailer panel above to: *The Utility Worker*, UWUA, 815 16th Street, NW, Washington, DC 20006

Name \_\_\_\_\_ Local # \_\_\_\_\_

New Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

**SAVE THE DATES**

**2014 Victory Conferences**



What we win at the bargaining table can be lost with the stroke of a pen. That's why political action is so important to working people and their unions. With Congressional 2014 mid-term elections fast approaching, the UWUA will be laying out its electoral program at the Regional Victory Conferences. Contact your local union leadership for more details.

<b>Region 2</b>	<b>June 11 – 13</b>	<b>Harrisburg, PA</b>
<b>Region 5</b>	<b>June 26 – 28</b>	<b>Long Beach, CA</b>
<b>Region 4</b>	<b>August 21 – 23</b>	<b>Chicago, IL</b>
<b>Region 1</b>	<b>September 24 – 26</b>	<b>Atlantic City, NJ</b>