

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LIX, No. 4 October/November/December 2014

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Harrison coal-fired power station, WV. (AP Photos)

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D. Michael Langford

Executive Vice President
Steven VanSlooten

Vice President
John Duffy

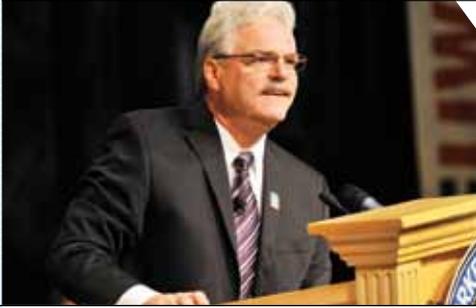
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James Shillitto
James Slevin
Michael Smith
Robert Stahl
David Thompson
Lisa Vella
Robert Whalen

Associate Editor
George Manoogian

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D. Michael Langford

It's time for some common sense, rather than dollars and cents

Much of our work at the national level is focused on Rebuilding America. Investing in core infrastructure, replacing water mains, gas pipelines, and upgrading our electrical system will help solve our nation's pressing economic problems by simultaneously creating good, middle class jobs, improving energy efficiency and greening our economy. This is common sense.

Unfortunately, Wall Street interests dominate our system. It's all about the bottom line, quarterly profits, and executive compensation. It is not about workers, communities, or the common good. Dollars and cents, not common sense, is the order of the day.

Regulations threaten reliability

Electrical generation and distribution is an example of how Wall Street manipulation can lead us down the road to catastrophe. The White House wants to address the issue of climate change. That's fine. Everyone wants to bring their kids and grandkids up in a healthy, sustainable environment.

To meet the Administration's goals, the Environmental Protection Agency has proposed regulations to cut CO2 emissions from existing power plants by closing coal and oil plants, increasing their efficiency, or switching to natural gas.

As proposed, the regulations will compromise our nation's capacity to generate enough electricity in ways that meet today's challenges. Reliability is threatened.

Wall Street utility speculators have seized on the EPA rules as an excuse to close coal-fired plants. By reducing the capacity to produce electricity, they know prices, and profits, will rise for the power they generate.

FirstEnergy's shutting of Hatfield's Ferry and Mitchell power plants are examples we know all too well. The closing of Brayton Point in Massachusetts looms on the horizon. In reality, the drop in natural gas prices now makes gas generation more profitable than coal. Wall Street greed, not CO2 emissions, is pushing utilities to abandon coal for gas.

This is having a huge negative impact on workers and communities, especially in rural areas where electrical generation provides good paying jobs.

As Utility Workers, we know you can retrofit or build as many gas plants as you want, but there aren't enough pipelines in the ground to deliver the gas to these plants.

Cost to consumers, industry, economy

The chokehold in large parts of the country during last winter's polar vortex was proof of this. Electricity prices spiked to more than \$1,800 per megawatt hour, a 3,000% increase over the average \$50-\$60 rate.

If we continue down this road, we will all pay. People who have the money will get gas and power. Those who don't, won't. If there is a shortage of gas or electricity, utilities will charge what they want. This will drive up the price of automobiles and other goods and discourage investment in vital industry.

The EPA is putting the cart before the horse by demanding

a reduction in CO2 emissions before the infrastructure is in place to do so.

To meet the worthy goal of reducing CO2 emissions, we need to get serious about becoming the world's leader in designing, installing, and running carbon capture technology, while investing in pipeline construction, safety, and renewable technology.

Instead, we are sitting on the sidelines as plants shut down, communities are destroyed, and speculators profit.

Elections won't help

Unfortunately, the results of the 2014 mid-term elections won't help improve things. That's why we, as Utility Workers, must step up, hold fast, and keep fighting.

We will maneuver through the minefield set by corporate interests, and survive to fight another day to improve the lives of our members and all working families. We will do what we always do, roll our sleeves up and get to work Rebuilding America.

“Wall Street utility speculators have seized on the EPA rules as an excuse to close coal-fired plants. By reducing the capacity to produce electricity, they know prices, and profits, will rise for the power they generate.”

Union Workers Ratify \$10 Millio

More than 3,000 members of the UWUA and eight other unions ratified a nationwide agreement with American Water Company on October 30 that includes a \$10 million backpay settlement, plus substantially improved terms for a new National Benefits Agreement with the company.

The settlement also includes two unique features: one that gives the nearly 70 bargaining units covered by the agreement an option to extend their existing local bargaining agreements for an additional year with a guaranteed wage increase, and another that creates an innovative joint labor-management committee to provide the UWUA with an equal voice with management to monitor healthcare quality and costs.

'A solid win'

The settlement resolves a long-standing dispute with American Water, the largest for-profit water company in the U.S., and marks the successful conclusion of a four-year campaign spearheaded by the UWUA to turn back management's demands for painful concessions in workers' healthcare and other benefits.

The agreement was ratified by the affected union members through a national mail ballot election conducted over a two-week period in October by the American Arbitration Association. On October 30, the Association reported that a solid 67% of members voted in favor of the proposal. Every national and international union covered by the agreement had recommended that members ratify the proposal.

"This settlement is a solid win for utility workers at American Water," declared UWUA President Mike Langford. "We are especially pleased that UWUA members now have the benefit of a strong National Benefit Agreement for the first time in nearly four years."

"We are also optimistic that this agree-

ment will help establish a more productive relationship with American Water that will benefit employees, the company, and the communities and customers we serve."

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The UWUA-led American Water negotiations for a National Benefit Agreement secured significant improvements for thousands of workers in nearly 70 bargaining units. Pictured here, UWUA National VP John Duffy joins members at one of hundreds of demonstrations calling attention to the company's unfair treatment of workers.

The controversy dates back to January 2011 when American Water management unilaterally implemented steep concessions in the National Benefits Agreement. The national agreement determines healthcare, retirement, and other benefits for 3,000 employees in nearly 70 bargaining units in 15 states across the U.S., and is negotiated by a coalition of nine international and national unions led by the UWUA.

NLRB decision paves the way for strong settlement

The UWUA represents the largest number of American Water bargaining units and 2,200 of the company's 6,500 employees. Other unions covered by the agreement include AFSCME, IBEW, Laborers, Operating Engineers, Plumbers & Pipefitters, SEIU, Steelworkers, and UFCW.

In July 2014, the National Labor Relations Board upheld charges filed by the

pave the way for the UWUA to negotiate a strong settlement agreement, including \$10 million in backpay to resolve the NLRB litigation, plus a new four-year National Benefits Agreement extending through July 2018.

Substantial benefit improvements featured in new agreement

The \$10 million in backpay will be distributed to eligible union members on a pro rata basis after taking into account the amount of losses incurred by workers due to the company's unilateral cutbacks in healthcare and other benefits. The distribution process is expected to take several additional weeks.

Meanwhile, the new National Benefits Agreement provides immediate and substantial improvements for all covered employees, including a reduction in the employee's share of healthcare costs from nearly 30% under the plan imple-

n Settlement at American Water

mented by the company to a maximum of 25%. That reduction means, for example, that rather than facing a potential 11% hike in employees' monthly healthcare contributions in 2015, employee contributions will actually reduce next year.

Other features of the new agreement include:

The employee out-of-pocket maximum under the plan will go down from the existing cap of \$3,000 for a single employee and \$6,000 for family coverage, to maximums of \$2,500 single and \$5,000 for family.

Effective January 1, 2015, the company will reinstate a \$500 per worker annual contribution to the UWUA National Reimbursement Arrangement, a VEBA plan designed to help cover post-retirement healthcare costs. American Water had terminated the VEBA payments for new employees as part of its January 2011 implementation.

Other existing benefits for pension, disability, life insurance, VEBA, 401(k), and employee stock purchase options are continued and locked in for the

“This settlement is a solid win for utility workers at American Water. We are especially pleased that UWUA members now have the benefit of a strong National Benefit Agreement for the first time in nearly four years.”

– UWUA President Mike Langford

four-year term of the agreement.

A new Health Care Cost Management Committee – comprised of an equal number of union and management representatives – will periodically review health insurance costs and potential plan design changes. This provision creates a powerful mechanism for UWUA and the other unions to effectively monitor costs and other data used by the company to determine employee healthcare cost payments.

Option to extend local contracts

The settlement also allows every local union covered by the agreement to

extend their local contracts for an additional year, with a 2.25% wage increase but no other changes. This unique feature provides local unions with a voluntary, one-time option to extend their local agreements for an extra year, with a guaranteed wage increase and no concessions.

Under long-standing bargaining practices at American Water, most benefits are determined by the National Benefits Agreement, but wages, work rules, and all other contract terms are negotiated under local collective bargaining agreements. Local unions can take advantage of the one-year extension offer by simply notifying the company.

UWUA Members Settle Contract with FirstEnergy's Penelec

Members of UWUA System Local 102, Branch 180 have ratified a new union contract with FirstEnergy's Penelec subsidiary in central Pennsylvania.

The contract was approved by 57% of members after the company came up with improvements to a contract offer previously rejected by the Branch 180 members, who work from Penelec worksites in Altoona, Shippensburg, and Lewistown, PA.

The UWUA members at Penelec stood up to a 20-week lockout imposed by FirstEnergy last winter after workers rejected the company's substandard contract offer. FirstEnergy



FirstEnergy President and Chief Executive Officer Tony Alexander could not escape from UWUA members demonstrating at his home, pictured here contrasting his multi-million dollar salary with their own.

ended the lockout in April, even as workers continued to press for better contract terms.

The new contract ratified in August includes several improvements, including a \$2,000 ratification bonus, plus an immediate 3% wage increase upon ratification, followed by an additional 2 ½% increase three weeks later on September 1, 2014. The contract provides for two additional increases of 2 ½% over the life of the three-year agreement.

The agreement also boosted a supplemental stipend for union workers assigned to a Penelec project crew from \$180 per week to \$225.

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Given the results of the 2014 election, what do you think lies ahead for labor?



Jane Melko

Retiree
Local 105

“Labor is going to still be the future of the middle class. We must organize ourselves together in order to accomplish what we need to survive. We must continue to build all aspects together as one.”



Mark Johnson

Vice President
Local 350

“As a result of the mid-term election, I expect an even more aggressive attack on organized labor. We are just now seeing the effects of anti-worker court rulings like Citizens United and the impact on elections.”



Amanda Sabol

Local 126

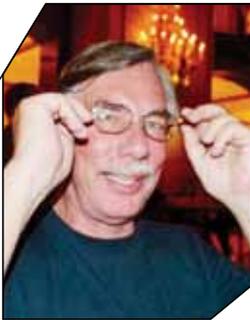
“It is no secret that the 2014 elections were not great for organized labor and candidates that support working families. I worry that Right-to-Work and other anti-worker legislation will follow the results. Our backs are against the wall; however, the union movement has never backed down from a challenge. I think labor will pull together and find new and innovative ways, combined with traditional methods and tactics, to combat attacks against workers, making us stronger together.”



Rudy Cianfarani

Vice Chair, Gas Division
Local 223

“We must continue to educate and engage our members and expand to ALL working people!!”



Jack Jaskowski

Retiree
Local 223

“When the elections were over and I saw how many people actually went out and voted, I felt disillusioned. I think there is going to be a lot of change for the middle class. A lot of union members believe they have an entitlement to good wages, benefits, and a good style of life. I think this belief is misplaced and they are going to find out the hard way. Their jobs and their standard of living is not predicated on the generations of workers who fought to make things better, they need to join the fight! If not, we are going back to the way things were in the pre-FDR days when the companies were the ruling power and the people worked just to get by. Some believe you have to hit bottom before you can recover, maybe we haven't hit bottom yet. On an upbeat note, I think newly elected U.S. Senator Gary Peters will do a great job for the people of Michigan as well as the nation. I really enjoyed the feedback from the voters I spoke to concerning Gary's representation of us!”



Tamara Seeger

Local 105

“I believe we had a minor setback, but the overall outcome will be an opportunity to build stronger unions and show Americans what we represent as a whole.”

UWUA Local 686'S Fight Against the Privatization

In an epic and historic battle, Philadelphia Local 686 has almost single-handedly defeated the city administration and a well-funded private utility in a privatization effort that was backed by business leaders, the Chamber of Commerce, the Pennsylvania Public Utility Commission, and state legislative bodies

determined to railroad the sale of Philadelphia Gas Works on the backs of union workers and the public. This success shows the benefits of fighting privatization in the public sector where responsible elected leaders still believe that workers are a critical stakeholder in any such decision.

The Philadelphia Gas Works is the largest municipally owned gas works in the United States, having existed for 178 years. It provides gas service to approximately 503,000 customers and employs 1,650 employees, almost all of whom reside in the City. UWUA Local 686's 1,150 members all work for PGW.

Throughout the last 10 years, PGW has made significant financial progress, and is now financially stable. It makes an annual profit, and pays the City of Philadelphia an \$18 million per year fee. Local 686 has been a partner in this progress, advocating for collection reform that greatly improved PGW's revenues, and agreeing to certain conditions to ensure financial stability. In return, while Local 686 members' salaries are lower than their peers in the private sector, they do not contribute to premiums for health care and all participate in a defined benefit pension plan that is well funded.

Mayor proposes sale

In 2012, Philadelphia Mayor Michael Nutter announced that he had hired a group of consultants to advise him on the possible sale of PGW to a private utility. By late 2013, the City was soliciting bids from prospective buyers and ultimately chose five finalists. Any sale must be approved by the Philadelphia City Council and the Pennsylvania Public Utility Commission.

Local 686 quickly announced its opposition to the sale, before any bidder was chosen. The union's concern with



Local 686 purchased a bus with a loud speaker system and drove it around City Hall each Thursday while City Council was in session, announcing in loud and clear terms why the proposed sale of Philadelphia Gas Works was bad for Philadelphia. Pictured here, left to right, UWUA National Officers and Executive Board members: Local 246 Business Manager Dan Dominguez, VP John Duffy, Local 270 President Frank Mezmarich, Executive VP Steve VanSlooten, Local 686 President Keith Holmes, Local G555 President Mike Coleman, and Pres. Mike Langford.

privatization is many-faceted. Initially, state labor laws in Pennsylvania do not permit an employer to unilaterally implement terms of a final offer. Prior to the case that established that premise, labor strife in the Philadelphia gas industry occurred repeatedly and relations were acrimonious. Since the no-implementation principle was enacted, there has been labor peace between the union and PGW for over 20 years.

In addition, the Philadelphia City Council must approve any change or diminution to the pension plan and is supportive of PGW's workers maintaining a robust pension in retirement so that they can continue to contribute to the City's tax base.

Finally, with the repeated mergers, acquisitions, sales, and spinoffs in the

private utility industry, the union was concerned that even if commitments were obtained with a prospective buyer, they would be lost if that entity was sold.

Public officials more accountable

In short, the union was more confident with the Philadelphia City Council acting as PGW's ultimate Board of Directors for issues such as pension and sale, rather than a private Board of Directors intent on profit and shareholder value at the expense of workers' rights.

Because the union did not necessarily control the outcome of sale deliberations, the union decided to present the City with a list of demands in the event that the utility was sold. These demands

zation of the Philadelphia Gas Works

Gas workers were able to convince City Council members to oppose the sale of the public utility because they know that privatization would be bad for Philadelphia's poor, the elderly and could compromise the safety of all citizens.

included a 4-year extension to the collective bargaining agreement, a guarantee that all components of the pension would be preserved, a no-layoff clause, and a guarantee of the current health care benefits in retirement for most employees. The union also asked to be a participant in any discussions with the finalists in an effort to convince them to incorporate these demands into their bid.

Call to Action

The city ignored the union's demands, and completely shut the workers and advocates for the poor and elderly out of the sale process.

In March 2014, the mayor announced that he had selected UIL, a small Connecticut electric and gas utility, as the successful bidder based solely on them making the highest bid of \$1.86 billion. With the pay-off of debt, fully funding the PGW pension plan, and planning for other contingencies such as environmental concerns, estimates of profit to the city have ranged from \$170 million to \$400 million.

It quickly became apparent to the union that the city administration excluded all protections that the union had sought. The city's agreement with UIL also gave the union no right to enforce even the few protections that it did contain. The PGW pension was to

be frozen, meaning that an employee two years away from retirement with 28 years service would have an almost 40% reduction in the amount of their pension benefits. A 20-year employee's pension would be reduced by more than 50%. UIL also announced that as this was a "synergies" bid, certain jobs would be eliminated and/or moved to Connecticut. When the union met with the CEO of UIL just prior to the announcement, he made clear to the union that he would not negotiate any terms with the union until expiration of the current collective bargaining agreement in May 2015.



Dozens of Philadelphia labor leaders, community activists and politicians joined a Local 686 rally denouncing the PGW sale to UIL. The local also went on both radio and TV with interviews and an ad campaign.

At that juncture, the union redoubled the efforts that had been ongoing since 2012. It conducted one-on-one meetings with every member of the City Council, providing them written position statements of why this sale was bad for workers, the poor, and the elderly, and could compromise the safety of Philadelphia citizens considering PGW's aged gas infrastructure with many miles of cast iron main. The union also formed alliances with other politicians, such as the former Mayor of Philadelphia, and

with community groups representing the poor, the elderly, and those concerned about the environment.

Of course, nobody thought that Local 686 had a chance to defeat the sale, considering the sale price, and the enormous pressure for sale placed on the City Council by the administration, UIL — which has spent millions of dollars marketing the sale — the Chamber of Commerce, the press, business leaders determined to establish an amorphous "energy hub" at the workers' expense, the Republican-dominated Public Utility Commission, and the Republican-dominated State House and Senate.

Continued on page 21

Union Presses EPA to Protect Jobs & G

On December 1, 2014 the Environmental Protection Agency (EPA) closed the public comment period for the newly proposed power plant carbon dioxide (CO₂) emission reduction standard, known as the Clean Power Plan (CPP). Set to take effect in 2016, the CPP will apply to all existing power plants and is one of the most far reaching and complicated standards yet proposed by the EPA.

Many nations, including the U. S., have concluded that certain gases, such as CO₂, emitted into the atmosphere as a result of human activity have a direct and severe impact on weather events and climate. In the U. S., fossil fueled power plants are the single largest stationary emitter (over 30%) of atmospheric carbon dioxide.

Jobs and Communities

There are hundreds of thousands of people across the country employed in the electric utility, mining, railroad and marine transportation, construction and boiler and pollution control sectors. The union is deeply concerned about the future welfare of these highly skilled workers, their families and their communities. The EPA's own data shows that the proposed rule will cause the closure of as much as 49 Giga-watts of coal-based electric generating capacity by 2020 and the loss of tens of thousands of jobs.

The UWUA is fighting to maintain high skilled, good wage utility worker jobs and a policy that ensures economic development for their communities. Beyond simple notions of fairness for the workers who are the bedrock of this nation's economic success, mitigating the effects of a plant closing offers several important benefits. A transition plan for workers and communities would foster new economic development strategies to replace lost tax revenues, and help ensure that the skills needed to compete in a 21st Century economy are available.



After FirstEnergy closed the Hatfield's Ferry and Mitchell coal-fired plants in Pennsylvania in October 2013, prices spiked 3,000% during the 2014 polar vortex. Hatfield, left, was shut down just five years after the company invested \$650 million in a scrubber to meet EPA regulations.

The UWUA is also working on federal legislation that is but one step in addressing this issue.

Grid Reliability

The UWUA is expressing deep concern over the potential impacts to the safe and reliable delivery of electricity this rule will have. These concerns are well-founded and are backed up by various utilities, grid operators and regulatory authorities. NERC — the North American Electric Reliability Corporation, which has regulatory authority to evaluate and improve reliability and is subject to oversight by the Federal Energy Regulatory Commission (FERC) — has expressed concern the CPP will

The EPA issued the proposed rule in early June and solicited public comments until October 1. Because of the volume of comments, over 1.5 million, the deadline was extended until December 1. In addition, the EPA conducted a number of public hearings across the country. The UWUA provided oral and written testimony at a number of these.

Although the UWUA acknowledges the EPA's authority to regulate greenhouse gases, the union believes there is significant opportunity to improve the proposed standards to address a number of important shortfalls of the rule as it is currently written.

The UWUA has expressed three major areas of concern on the proposed Clean Power Plan rule. They are:

“Even before the CPP takes effect, there is concern that some portions of the power system have been challenged by a lack of fuel diversity. This concern is magnified because the CPP favors one fuel type, natural gas, over another, coal.”

have a greater impact on grid reliability, more than prior environmental standards, due to the retirement of coal-fired power plants.

NERC notes electricity reserves are already declining with an aging coal fleet and the low cost of natural gas. NERC points out the CPP relies on the increased use of natural gas and renewable energy generation, both of which take time to plan and construct, and may not match with the timeline the EPA has set

Grid Reliability

for compliance. NERC also points out the CPP may exacerbate the current concern about reduced generation capacity and may further weaken system reliability.

Limitations on the availability of natural gas combined with current energy market structures in New England may be a precursor to what much of the rest of the country could experience if certain adjustments are not made to the CPP rule. With EPA rules that favor natural gas, without firm transportation contracts and enough capacity to transport natural gas, grid reliability is certain to be compromised.

Consumer Prices

The U.S. is a patchwork of regulatory and market designs that include traditional regulation as well as competitive bidding for wholesale power delivery. Some states are a combination of both. FERC is now raising concerns of market manipulation on energy capacity auctions after an abrupt shift from surplus to shortage pushed up the cost of capacity in the New England region. As the rest of the country is forced to retire its base load non-gas generation due to economic and environmental reasons, electric generation capacity margins will shrink as transporting natural gas becomes constrained due to higher demand than pipelines have capacity to transport. As this occurs, the price of electricity has the very real possibility of soaring, and without adequate protections, this cost will be passed on to residential and commercial users.

Even before the CPP takes effect, there is concern that some portions of the power system have been challenged by a lack of fuel diversity. This concern is magnified because the CPP favors one fuel type, natural gas, over another, coal.

UWUA CPP Recommendations

On November 18, the UWUA and the seven other members of Unions for Jobs and Environmental Progress, issued a letter to EPA Administrator Regina McCarthy expressing concern that, left unchanged, the CPP will have a negative impact on Jobs, Communities, Grid Reliability, and Consumer Prices. The following recommendations were made to improve the CPP:

- ① The targets and timetables should be adjusted. It may require state legislative action to comply with the State Implementation Plans, and regional plans could take longer. The unions are seeking a two-year timeframe to submit plans for states and three years to prepare plans for multi-state plans. The process for measuring compliance for 2020-2030 are unworkable and will lead to severe energy market dislocations and job losses in the early years of the program. There should be a mid-course review process for state goals which would mitigate potential abrupt and painful job and coal market dislocations.
- ② Some of the highest reduction requirements are imposed on relatively "clean" states, while states with high emission rates receive much smaller reduction goals. To address this issue, the unions recommend the EPA use a 2005 baseline for measuring progress toward emission reduction goals.
- ③ A diverse electric generating portfolio is critical for system security as well as consumer protection. Favoring fuel types under the CPP should be eliminated to reduce the risk of natural gas price volatility and related electric price spikes.
- ④ The EPA should re-evaluate its targeted levels of renewable energy development in each state. The EPA's use of regional renewable energy targets applied to individual states would displace the roles traditionally performed by state legislatures and regulatory agencies.
- ⑤ State Legislatures are the appropriate venues for making determinations about the design and goals of energy efficiency programs beyond those already required by state and federal legislation. Utilities are already investing billions of dollars annually in energy efficiency.
- ⑥ The unions recommend the EPA conduct additional reliability analyses in consultation with NERC and FERC.
- ⑦ The EPA should coordinate the CPP rule with other policy actions taken by the U. S. in context with the international negotiations on climate agreements. The CPP deadline should accommodate international agreements by providing a trigger mechanism based on the effective date of a global climate agreement.
- ⑧ By evaluating coal-generating units with low emission rates, the EPA should establish top performing units and devise a reduction goal based on unit characteristics.
- ⑨ The U. S. should lead the world in Carbon Capture and Storage (CCS) technologies and commercial generating deployment. The EPA should encourage the option to deploy CCS at existing power plants through an incentive mechanism, or comparable programs for the benefit of firms that invest in full or partial CCS.
- ⑩ The proposed CPP is silent about programs and policies to offset the employment dislocations that would result from its implementation. This oversight must be remedied by the inclusion of mechanisms within the rule of labor and community adjustment assistance programs, or through federal legislation.

UWUA Members, Staff M

Utility Workers took to the streets, phone-banked, and knocked on thousands of doors to get the vote out for work-

ing families this November. While the overall results left much to be desired, there were plenty of victories to build on for



OH Local 270 makes the call.

Ohio State Senator Nina Turner made a surprise visit to Local 270's union hall while members were phone banking for her and other labor-backed candidates. Turner, who lost her bid for Secretary of State, joined the utility workers to make a few calls herself. Pictured above, left to right, are: Doug Foulkes; Mike Mackey;



Nina Turner; Harriet Applegate, executive secretary, North Shore AFL-CIO Federation of Labor; Alfred Leak; and Roger Sikes, campaign manager, North Shore AFL-CIO Federation of Labor.



CA Local 132 puts in the time, gets the results.

California workers prevailed in their GOTV efforts for labor-friendly candidates. Jerry Brown won an historic fourth term as Governor. From left to right: Region Officer Richard Medina after an Orange County precinct walk. Region Officer Marvin Stovall (middle) who worked in the Los Angeles area



GOTV with State Assembly candidates Sharon Quirk-Silva and Christina Garcia; Secretary-Treasurer Nancy Logan at the headquarters for Orange County area.



PA Local 102 phone banking.



MA Local 369 GOTV efforts.

Local 369 members Ross O'Meara and Miguel Giso with outgoing MA Governor Deval Patrick.



CO get out the vote.

obilized for 2014 Election

working people nationwide. Here is a small snapshot of the countless efforts UWUA members and staff made to defend

the middle class from the corporate onslaught at the ballot box and in the workplace.

NJ Union Members Lead the Way in Winning Elections

The NJ State AFL-CIO Labor Candidates Program is successfully working with union members who want to run for public office win elections. Three out of four labor candidates running for office in 2014 won their general elections, making the program one of the most successful in the country.

“In New Jersey, we encourage utility workers and members of other unions to run for public office and give them the tools and support they need to win. Local 534 President John Birkner did so and is now Mayor of Westwood,” says Local 601 President Noel Christmas. He continues, “We

“We believe electing working people to positions of power is the only way to get fair representation in today’s electoral system.”

— Local 601 President Noel Christmas

believe electing working people to positions of power is the only way to get fair representation in today’s electoral system. Can you imagine how much clout working people would have if we all voted in unison and elected more

UWUA members and other union members to office?”

Overall, 32 out of 42 union members who participated in the NJ program won their bids for local, state and federal office, a victory ratio of 76%. Since the program began in 1997, 815 labor candidates have been elected to office.

NJ State AFL-CIO President Charles Wowkanec said, “This year’s victories, and the overall success of the Labor Candidates Program, would not be possible without the unfailing support of organized labor. All sectors of the labor movement come together each fall to help ensure the success of our union brothers and sisters.”



NJ Local 601 teams up with NY Local 1-2. In one of the state’s most closely watched races, James Tedesco defeated the incumbent to win election for Bergen County Executive. Tedesco is pictured here at the Bergen County Central Labor Council’s 2014 Labor Walk with UWUA members and officers, including, UWUA Vice President John Duffy, Local 601 President Noel Christmas, Tedesco, Local 1-2 Business Agent Emilio Frederick, and Roy Cho, who lost his Congressional Race for NJ CD 5.



Local 601 members go door-to-door to get out the vote.

Left to right: John Walburn, Melissa Melbourne (bottom of stairs), and Kim Jameison. Photo right, left to right, Todd Evans and Stephen Smith.

UWUA Local 534 in the house! Left to right: Bergen County Freeholder Chairman and candidate, David Ganz; shop steward, Jim Melillo; member, Joseph Boyadjian; Bergen County Freeholder and Candidate for County Executive, James Tedesco; NJ State AFL-CIO President Charles Wowkanec; Candidate for U.S. Congress, CD 5, Roy Cho; Local 534 President and Mayor of Westwood, NJ, John Birkner, Jr.; Bergen County Freeholder, Steve Tanelli.

Planned Closing of Brayton Point Shines a Light on Wall Street Energy Speculators

The abrupt removal of the 1,535-mega-watt Brayton Point Power Plant from ISO New England's most recent energy auction has touched off a firestorm of criticism and pulled the curtain back on the danger Wall Street energy speculators pose to energy reliability and the price consumers pay for electricity. The threat of electricity rates nearly doubling in the next three years is also raising concerns about the Federal Energy Regulatory Commission's (FERC) ability to regulate the industry.

UWUA Local 464 represents workers at the Somerset, MA plant, the region's largest coal-fired power plant and is fighting the proposed closing. The facility has been upgraded, thanks to an infusion of public funds, and meets all current and proposed Environmental Protection Agency and state emissions standards.

Prices skyrocket

Nevertheless, owner Energy Capital Partners (ECP), justified its removal of the plant from the auction and its 2017 closure to, "low natural gas prices, increasing environmental regulations, and the cost of operating and maintaining an aging facility."

The sudden withdrawal of Brayton Point from the Forward Capacity Auction 8 (FCA8) for the pricing period 2017-2018 left a "capacity shortfall" in ISO New England for the first time ever. And when the results of the auction were announced, consumers were hit with an

"The company, and the public, invested heavily in Brayton Point's clean coal technology. And what do we get in return, the plant shut down and higher electricity rates? That's not right."

— Local 464 President Robert Clark



Local 464 is taking the fight to save jobs and protect consumers to Capitol Hill. Pictured here, left to right, UWUA National Rep. Bob Mahoney, Congressman Joseph Kennedy III, Local 464 general counsel Joe Fingliss, 464 President Bob Clark, and regulatory attorney Dan Sponseller.

unprecedented increase in the cost of electricity for the region, to \$3.05 billion from \$1.06 billion in 2013.

This dramatic rise in prices led all four U.S. Senators from Massachusetts and Rhode Island, as well as 12 more Congressmen from New England, to push the Federal Energy Regulatory Commission (FERC) to intervene.

In a letter to FERC, U.S. Representative Joseph Kennedy III voiced concerns about the removal of Brayton Point to artificially increase prices. Kennedy wrote ECP, the Brayton owner, stood to "gross an additional \$77 million in operating year 2017-2018" due to the increased price it would get from selling electricity generated at its other facilities in the region.

An editorial from *The Herald News* of Fall River, MA, brought additional pressure on FERC: "Given suspicions

resulting from the questionable timing and circumstances leading to the plant's withdrawal from the energy auction, it's important for federal officials to get to the bottom of it before signing off on the auction. ... If it is determined that any price manipulation schemes from ECP came into play, regulators have a responsibility to reject the auction, protect consumers and the integrity of the nation's energy supply, and hold those responsible accountable."

When FERC Commissioners met to determine whether or not to take action, they deadlocked, two voting

to accept the results of the FCA8 auction and two voting to investigate the results and address the objections of the elected leaders, Local 464 and other consumer advocates. With the 2-2 vote, FERC Chairwoman Cheryl LaFleur decided to take no action, permitting the results to stand.

National energy implications

"What is happening here is completely unfair to my members and the public, and does not bode well for the entire country," says Local 464 President Robert Clark. "The company, and the public, invested heavily in Brayton Point's clean coal technology. And what do we get in return, the plant shut down and higher electricity rates? That's not right."

Clark recently negotiated a new three-year agreement that runs until the scheduled closure on July 31, 2017.

OH Local 175 Partners with NAACP and Employers to Mark Historic Moment and Move Forward Together

Local 175 President Kelly Cooper recently partnered with the National Union, the Dayton, OH chapter of the NAACP, Local 600, Dayton Power and Light, and Vectren Energy to commemorate the 50th anniversary of the signing of the Civil Rights Act of 1964.

“We believe in human and civil rights, and one of the most important things we can do as a labor organization is to practice that every day.”

– Local 175 President Kelly Cooper

Vice President Steve VanSlooten, and Chair of the UWUA Human Rights Committee, Craig Massey.

Participating in the training were three facilitators from the National Conference for Community and Justice of Greater Dayton (NCCJ), whose mission is to build “a community dedicated to eliminating bias, bigotry and all forms of discrimination.” Arthur and Evelyn Matthews, who have worked with the UWUA for a number of years, also contributed to



President Lyndon Johnson signing the 1964 Civil Rights Act.

The day-long event in Dayton brought the local union together with the community. “We believe in human and civil rights, and one of the most important things we can do as a labor organization is to practice that every day,” Cooper says. “We thought it was appropriate to have a celebration with the NAACP and the community so we could all come together and have the opportunity to communicate our shared values and what it means to be mindful of all the time.”

Labor and Civil Rights, two movements, one goal

“The NAACP and labor have stood tall together for years, and we look forward to continuing that relationship because



we have the same values and are both fighting for what’s good for the people,” says Derrick L. Foward, president of the Dayton chapter of the NAACP.

The day included diversity and inclusion training for union stewards and supervisors from Dayton Power and Light and Vectren Energy, and discussed the history of the Civil Rights Movement, the importance of cultural awareness, and the value of communication.

Attendees included UWUA National President Michael Langford, Executive



Kelly Cooper, president, Local 175, left, and Derrick L. Foward, president, Dayton NAACP.

The event included reenactments of events in civil rights history.

making the day a huge success.

The commemoration was one of a number of activities Local 175 has conducted as part of the UWUA’s Member-to-Member program to build a stronger union.

The local is now preparing a video of the commemoration to be shown at area schools as a way to educate youth about the Civil Rights Act and reinforce the union’s commitment to the community in the greater Dayton area. Local 175 represents members working in 23 Ohio counties.



Region 1 Ends 2014 Victory Conferences on High Note

Region 1 members gathered in Atlantic City, NJ in late September to top-off this year's Regional Victory Conferences. Participation in the conferences reached historic levels as UWUA members from all five regions came together to share experiences, discuss plans going forward, and learn how

Member-to-Member Action Networks can help build union power and defend the gains made by utility workers over the generations.

Among the highlights was the involvement of retired UWUA Executive Vice President Frank Owens in the conference. He served as the number two officer

of the National Union from 1983 until his retirement in 1995. Before that he was the Local 1-2 Business Manager. His fighting spirit and historic outlook brought the house to its feet.

Pictures of some of the highlights appear below.



Local 601 Young Workers Committee Co-Chair Quiana Roberson made a presentation on "The Importance of Engaging the Young Voter."



Retired Executive Vice President Frank Owens presenting Local 1-2 President James Slevin with an historic photo.



Discussion from the floor, Norman Russell, Local 1-2.



Local 601 attendees stand up to be counted.



Member-to-Member organizer Steve Wyatt leading a workshop.



Discussion from the floor, Valerie King, Local 601.

Utility Workers Will Stand Together In Unity



Steve VanSlooten
Executive Vice President

With the 2014 mid-term elections behind us, no matter what side of the aisle thinks they have the power in Washington, D.C. or at the state level, as Utility Workers standing together in unity, **we will do** whatever it takes to preserve our right to organize, unionize, and bargain for better wages, benefits, and working conditions to enhance the lives of our members.

Throughout our 75-year history, that's what we have always done. And that's what we will continue to do — because it's the right thing to do!

We don't play partisan politics, we support whoever will fight to defend the American working class women and men and the union movement that built American prosperity.

Building the Movement

As we move forward defending what previous generations of Utility Workers fought for and bringing the benefits of union membership to others, part of the challenge facing us is educating the public and our own members about what unions have done and continue to do to improve the lives of our members, and the public at large.

Over the years, the relentless attack on unions as special interest groups has deeply scarred our image, and the union movement's key role in the creation of this country's middle class has become all but lost on most Americans.

I believe that the attack on unions is also an attack on our democracy, our freedoms, and our way of life. Today, only 6.7% of private sector workers are represented by unions. The strongest unions are now concentrated in the public sector, where 35.3% of workers enjoy union representation.

Eighty-eight percent of workers in unions participate in pension plans versus 49% of nonunion workers, according to the AFL-CIO. About 84% of workers in unions have paid sick leave, compared with 62% of workers who aren't in unions.

The Union advantage

Union workers continue to enjoy a significant pay advantage.

The median weekly pay of union workers is \$950, while that of non-union workers is \$750. Among African American workers, the union advantage is \$791 versus \$606 a week; for women, it is \$898 as opposed to \$676; for Latinos, it is \$838 compared to \$547. For Asian Americans, the union advantage is \$961 over \$937.

Even though we have been under a frontal assault since the Reagan years, unions still significantly improve the living standards of working families. In almost every way, unions are the last barrier standing up to the political and economic forces that have worked together over the last four decades to carry out a race to the bottom. The rise of these forces has resulted in stagnant and falling wages, the loss of traditional pensions and employer-provided health care, the destruction of the manufacturing base and a lack of good family supporting jobs.

We have work to do

Given the results of the 2014 elections, there's no denying it, we have work to do. These mid-term elections were a big setback for the union movement and the working class. Anti-union "heroes" such as Wisconsin Governor Scott Walker and Michigan Governor Rick Snyder won re-election in traditionally pro-union states. And the takeover of a number of state governments by anti-union forces will surely result in more states trying to enact anti-labor legislation.

The results of the 2014 elections suggest that American workers and their unions will be under even greater pressure than before.

That's why we must stay united, as one. As Benjamin Franklin, one of our nation's Founding Fathers, said, "We must all hang together, or assuredly we shall all hang separately."

"As we move forward defending what previous generations of Utility Workers fought for and bringing the benefits of union membership to others, part of the challenge facing us is educating the public and our own members about what unions have done and continue to do to improve the lives of our members, and the public at large."



Member-to-Member



REPAIR AMERICA

Over the past 18 months, UWUA locals throughout the country have discussed the importance of developing strategies to better engage each and every UWUA member on issues important for our future. One thing is clear; members become more involved as they are better informed on the issues and the potential consequences we face. How to begin to better inform each member? It's simple — we talk about the issues. That's what we call the UWUA Member-to-Member Action Network.

Need for infrastructure investment

One of the most serious challenges we face today is our decaying infrastructure. America has neglected it for years, and the system we have today is woefully insufficient for meeting the needs and challenges of the 21st century. Instead of investing in our highways, bridges, levees, power grids, and pipelines, the U.S. has for decades continued putting new coats of paint on the same cracked wall.

If we want to attract good manufacturing jobs to America, we've got to make sure we're on the cutting edge of new manufacturing technologies and techniques. And in today's global economy, first-class jobs gravitate to first-class infrastructure.

The American Society of Civil Engineers has given our nation's infrastructure a near failing grade of "D+" overall. Trillions may be needed to rebuild critical public infrastructure; if not, more catastrophic failures will result.

Modern infrastructure is not just a public good, but an economic one too. Communities with modern, effective infrastructure draw new investment, and the actual construction of new projects creates jobs. We know that

“UWUA members witness on a daily basis the short staffing and equipment neglect that contribute to our decaying system. So, it only makes sense that we take more of a leadership role in stimulating the public discussion.”

investing in infrastructure is essential to support healthy, vibrant communities. Infrastructure is also critical for long-term economic growth, increasing GDP, employment, household income, and exports. The reverse is also true — without prioritizing our nation's infrastructure needs, deteriorating conditions can become a drag on the economy.

The single most important step we can take is to mount a concerted, large-scale program directed at renewing our national infrastructure. At a time of unprecedented low interest rates and long-term unemployment, such a program is good economics; but, more fundamentally, it is common sense.

Few Americans are invulnerable to the crumbling infrastructure in their

everyday lives. Even leaving aside the safety risks, the costs of inefficiency and unneeded delays are measured well into the tens of billions of dollars. Can it possibly make sense to wait until our system totally crumbles before we consider renovation of the system? No, we should be investing now to improve this frustrating deficiency.

Increasing public awareness

It's up to us to increase public awareness and stimulate discussion on these critically important issues. That discussion can start in our workplaces, among our members. As a result of our workplace discussions, it can be our UWUA membership talking to friends, neighbors, and family to ignite a larger scale public awareness campaign. We know first-hand the state of the equipment we work with.

UWUA members witness on a daily basis the short staffing and equipment neglect that contribute to our decaying system. So, it only makes sense that we take more of a leadership role in stimulating the public discussion.

Beginning with the new year, we will be providing a regular update, including suggested talking points to assist all UWUA members in conducting conversations with friends, family, and co-workers. We ask that each member review the talking points, and together we begin our important work of increasing awareness. We will do our part — can we count on you to do yours?

— Steve Wyatt
Member-to-Member organizer

Raising the Minimum Wage is in the Interest of All Workers



John Duffy
National Vice President

The federal minimum wage was first set at 25 cents per hour back in 1938. It became law as part of the Fair Labor Standards Act, which also introduced the 40-hour workweek, overtime pay, and banned child labor. Even in 1938, in the depths of the Great Depression, there were fierce opponents of the establishment of a minimum wage. However, the battle started at the state level. In 1936, the U.S. Supreme Court struck down a New York minimum wage law, which sparked a national uproar causing the court to reverse itself a year later on another case out of Washington State. Yes, even the Supreme Court will do an about face when enough people stand up and speak out.

States lead the way

Adjusted for inflation, the minimum wage peaked in 1968 at \$1.60 per hour. If the minimum wage had kept pace with productivity gains since 1968, the minimum would now be more than \$16.50. The movement today to increase the minimum wage has set the bar at \$10.10 per hour from the current \$7.25, which was set in 2009. In an example of history repeating itself, states and local lawmakers are getting out in front of the federal government. Connecticut, Hawaii and Maryland have passed legislation that will eventually raise their minimum wage to \$10.10 per hour. Washington, D.C. voted to raise its minimum to \$11.50 over the next three years. Massachusetts voted to raise its minimum to \$11.00. California, Delaware, Minnesota, Michigan, New York, Vermont and West Virginia have also moved forward with various increases over time. Seattle voted to raise its minimum wage to \$15.00 per hour. Not far from the peak minimum wage of 1968.

In this year's mid-term elections, voters in four deep red states (Alaska, Arkansas, Nebraska and South Dakota) easily approved ballot measures to raise the minimum wage, pointing to a clear disconnect between what the general public knows is needed for workers, and the conservative lawmakers they

have voted for to represent their interests. In fact, 73% of Americans, including 53% of registered Republicans, favor hiking the minimum to \$10.10 per hour, according to a Pew poll conducted in January of 2013.

Of course, most of these efforts at the state level would not be necessary if right-wing conservative lawmakers in Washington were not fighting tooth and nail against any raise in the minimum wage. In fact, some conservatives don't believe there should be a minimum wage at all.

“In this year's mid-term elections, voters in four deep red states (Alaska, Arkansas, Nebraska and South Dakota) easily approved ballot measures to raise the minimum wage, pointing to a clear disconnect between what the general public knows is needed for workers, and the conservative lawmakers they have voted for to represent their interests.”

Which side are you on?

In 2013, a proposal by Rep. George Miller (D-CA) to raise the federal minimum wage to \$10.10 an hour over the following two years, and increase the wage for tipped employees to 70% of the minimum wage, was defeated, with every House Republican voting against the motion. On the Democratic side, six lawmakers voted against the measure, and 184 Democrats voted for it. The actions of these Republicans (and those six Democrats) are reminiscent of the old labor song from the United Mine Workers, “Which Side Are You On?” The song was written during the same time period as the Fair Labor Standards Act, during the Great Depression.

In addition to the obvious benefits to low-wage workers, raising the minimum wage may also bring with it some tax breaks. A study released by The Center for American Progress found that raising the minimum wage to \$10.10 per hour would save taxpayers \$4.6 billion in spending on food stamps alone.

The bottom line to all of this for the rest of the working class is, whenever the gap between those on the bottom rung of the economic ladder and those at higher pay scales is narrowed, those at the higher end have a stronger argument for a raise as well.

So for those who continue to fight against gains for the working class, whether it be raising the minimum wage or gutting labor laws, we need only to ask one question – Which Side Are You On?



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UWUA Local 686'S Fight Against the Privatization of the Philadelphia Gas Works

The Philadelphia City Council, however, is made up of a group of largely progressive leaders who understand the import of safe and reliable gas service, and whose neighborhoods are home to thousands of PGW workers, retirees, and family members. Philadelphia City Council conducted its own study as to the viability of the sale of PGW, and welcomed the union as a full participant in all aspects of that study. Most importantly, though, the union met with City Council members on a weekly basis, and was able to repeatedly convey the deficits in the proposed sale and concerns for workers, the poor and elderly if PGW was privatized. In October of 2014, the City Council's consultants issued their report, which noted that the Mayor's Asset Purchase Agreement with UIL did not adequately address the concerns of critical

PGW stakeholders. The City Council then announced to the mayor they had no interest in proceeding with the sale, and they would separately pursue other avenues to enhance PGW's profitability by building an additional gas processing liquefier and engaging in other activities recommended by their consultants, while keeping all PGW jobs municipal.

Thus far, the backlash to the City Council's decision has been severe. There are reports daily in the newspapers chastising the City Council for daring to stare down the administration and big business in the interests of the workers and the poor and elderly. The mayor and UIL have redoubled their efforts to convince the City Council to introduce the sale ordinance. The Pennsylvania Public Utility Commission also held hearings with the sole

purpose of threatening the City Council about actions they would take if PGW was not sold, despite the obligation to act as a neutral regulator in any such transaction. Meanwhile, the union testified before the City Council, again conveying in no uncertain terms why the sale is bad for workers, and is also pursuing its own publicity campaign on local radio. To date, the City Council has stood with organized labor against the sale, and not one of the City Council's 17 members has introduced the sale bill, although UIL has refused to pull out and end the transaction. At this juncture, it appears as if the sale process is over, and a final decision is anticipated by December 31, as the Asset Purchase Agreement terminates on that date if an ordinance has not been introduced.

UWUA Members Settle Contract with FirstEnergy's Penelec

Workers assigned to the project crew work on large infrastructure projects.

In addition to the monetary improvements, the ratified agreement included improvements in operational language, including language dealing with how the company fills vacancies, "trouble truck" procedures, and rest periods. The union also won a job retraining program for any meter readers displaced by the company's ongoing installation of "smart meters" throughout the Penelec service territory, with job guarantees for all impacted workers within 50 miles of their existing worksites.

The more than 140 members of UWUA Local 180 joined forces with other UWUA members at FirstEnergy during 2013 to become Branch 180 of System Local 102. The system local represents FirstEnergy employees throughout Pennsylvania, Maryland, West Virginia, and Virginia.

Progress in Local 102 bargaining

Meanwhile, Local 102 has also been battling for a new union contract with FirstEnergy for 680 UWUA members in the former Allegheny Energy units across the four-state region. Local 102 members rejected the company's contract offer by an overwhelming 77% vote in September.

As this edition of *The Utility Worker* goes to press, System Local 102 is conducting another ratification vote on a new company offer that includes significant improvements over the contract previously rejected by members. The local union expects to count the ratification ballots on December 18, after conducting membership meetings to explain the contract terms.

In a related development, the UWUA successfully negotiated an agreement with FirstEnergy to resolve a complaint issued by the National Labor Relations Board in April 2014 over management bad faith bargaining tactics during negotiations with Local 102.

The NLRB complaint charged the company with failing to engage in negotiations over the effects of its decision to close the Hatfield's Ferry and Mitchell power stations in southwestern Pennsylvania in October 2013. The complaint also charged that management unlawfully transferred a mobile maintenance crew from Pennsylvania to West Virginia, purporting to remove the workers from the protections of the Local 102 contract.

The settlement agreement, which was approved by the NLRB's Pittsburgh regional office in October, requires the company to provide jobs to any UWUA member who retired early or was laid off as a result of the two plant closures. The company is also required to return the mobile maintenance crew to the Local 102 contract at a new worksite in Pennsylvania. Under the terms of the settlement, workers in the crew can choose whether to remain assigned to West Virginia or to return to Pennsylvania.

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

Local 1-2

Gail Alexander
Ben Austin
Robert Avery
John Berrocal
Marva Blue
Michael Bub
Lynn Bullock
Theophilus Burney
Edward Cedeno
Ricky D. Cook
James Davis
James Edward Farinelli
Philip A. Giarratano
Michael Grosso
Edgard Guerra
Robert Johnson
Robert Kellner
Walter Krawec Jr.
Noell R. Lopez
Young Chao Lui
Barry Markman
Gregg Masiello
Vincent McBean
Gerard R. McCue
Michael McGroarty
Louis Mendoza
Jack Mosa
Raymond Moy
Winston Powell
Peter Quayle
Patricia M. Ruffini
Robert Santos
Rocky Vernon
Ronald Vycital
Howard Walsh
Melvin Welch

Local 101

David T. Lynch

Local 105

Rod Galbraith
Santo J. Landa
Michael W. Smar
Steven Tester

Local 107

Dick Kulhawik
Linda Miller

Local 119

Jeff Provost
Julie Reamer
Mark Rice

Local 123

Thomas P. Resler
Roger Wardell

Local 127

Jerry Dickinson
John A. Fabian
Ron Holmes
Dean Simmons
Kim Weaver
A. Russell Williams

Local 132

Vincent Alvarez
Gary Boydston
Richard Castello
Alfonso Espinoza
Rose Espinoza
Lyndon Franz
Luis E. Garcia
Susanne Hall
Corrine Martinez
Richard Medina
Patricia Mitchell
Abram Moya Jr.
Fidel Perez
John J. Perez
Raymond Reyes
Rudy Soto
Randal Stadther
Josie Tellez
William Walton
Bruce Wertenberg

Local 175

Michael John Dolph
Joe R. Kinder

Local 175 Cont'd

Michael S. Large
Catherine Elaine Luttrell
Ernie Pyle
Kenneth Waynmane Roach
Robert E. Spires Jr.
William Paul Stevenson

Local 180

Clifford Forsythe
Dennis A. Trexler

Local 223

Stevens Anderson
James E. Jones
Carol Legg
Crystal McCready
Robert Pietraszewski
Gerard Regula
Mary Jo Rozek
John Ruedger
Wayne L. Ruttenberg
Robert Schlagheck
Joseph Theisen
Jerome Tobin
Paul Towe
Jim Walker
Timothy Waske
Ronald Wilcox

Local 254

Roy Lange

Local 261

Walter Braman

Local 270

Michael C. Baker
Harold R. Bovee
Denzil J. Carpenter
James Glicker
Brian D. Hall
Dana M. Kirk
Donald S. Klingler
William G. Little Jr.
Ronald F. Lo Presto

Local 270 Cont'd

James P. Mc Cabe
Thomas C. Pinta
Larry Pratt
David A. Rich
William T. Schwartz
Glenn E. Sovey

Local 273

Joseph Casey
Denise Clements
Wendy Cohen
Harold Crone
Charles Cruff
Helen Egan
David Ferreira
John Gately
Michael Gordon
Laurene Wardyga

Local 335

Fred Naumann

Local 359

Deryck Anthony
Thomas A. Gamon

Local 369

Julie Daigle
Gary Emard
Sandra Leonard
Rose Levin

Local 406

John Kozemko

Local 413

Ron Reid

Local 417

Roger Vanderbush

Local 423

John Nelson
Richard Snyder
Edward Zwolinski

Local 433

Bill Bendgen
Toxy Bentz
John Bills
Jim Carr
Yvonne Coston
Linda Fitzgerald
Tony Junazski
Jim McCune
Bob Panucci
Joe Shields

Local 447

Kathryn Schreiber

Local 478

Jeffrey L. Fiber

Local 482

Craig Sitkowski

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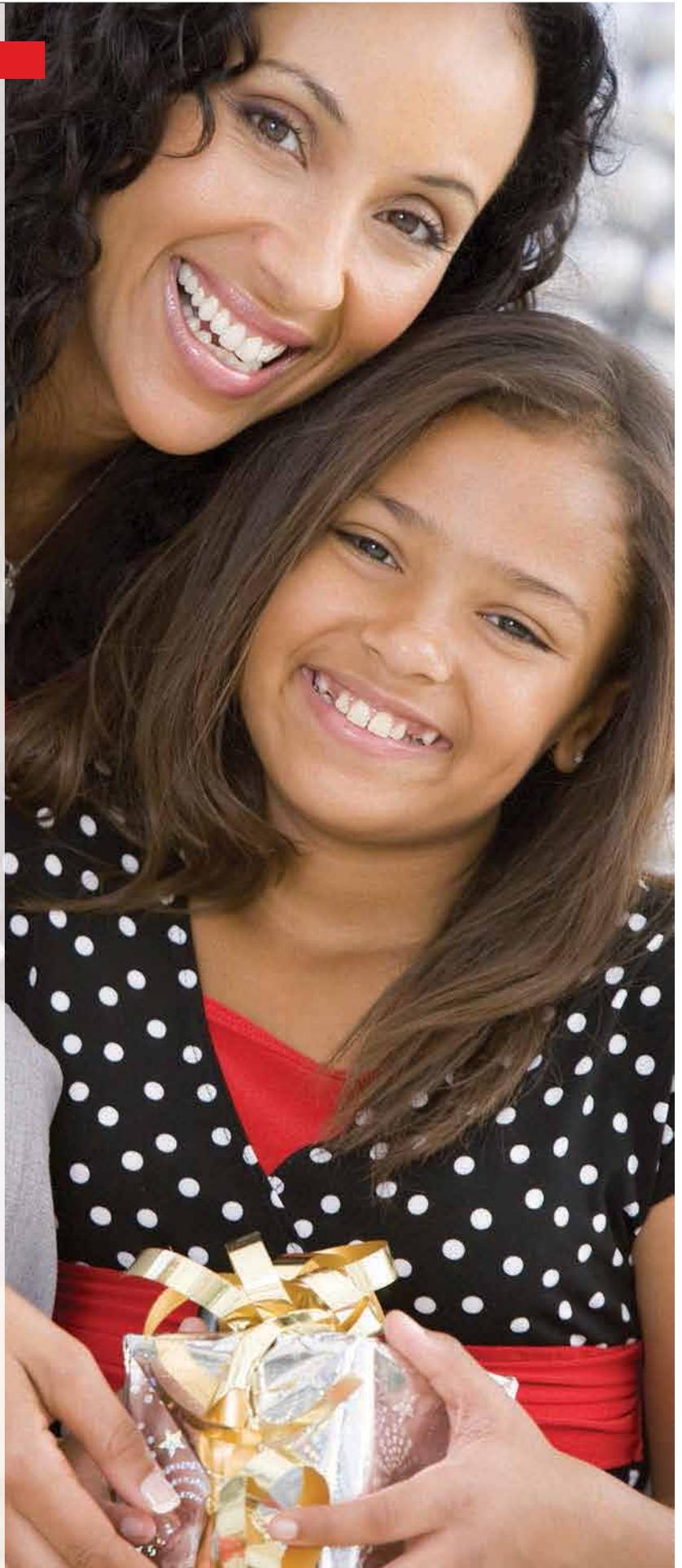
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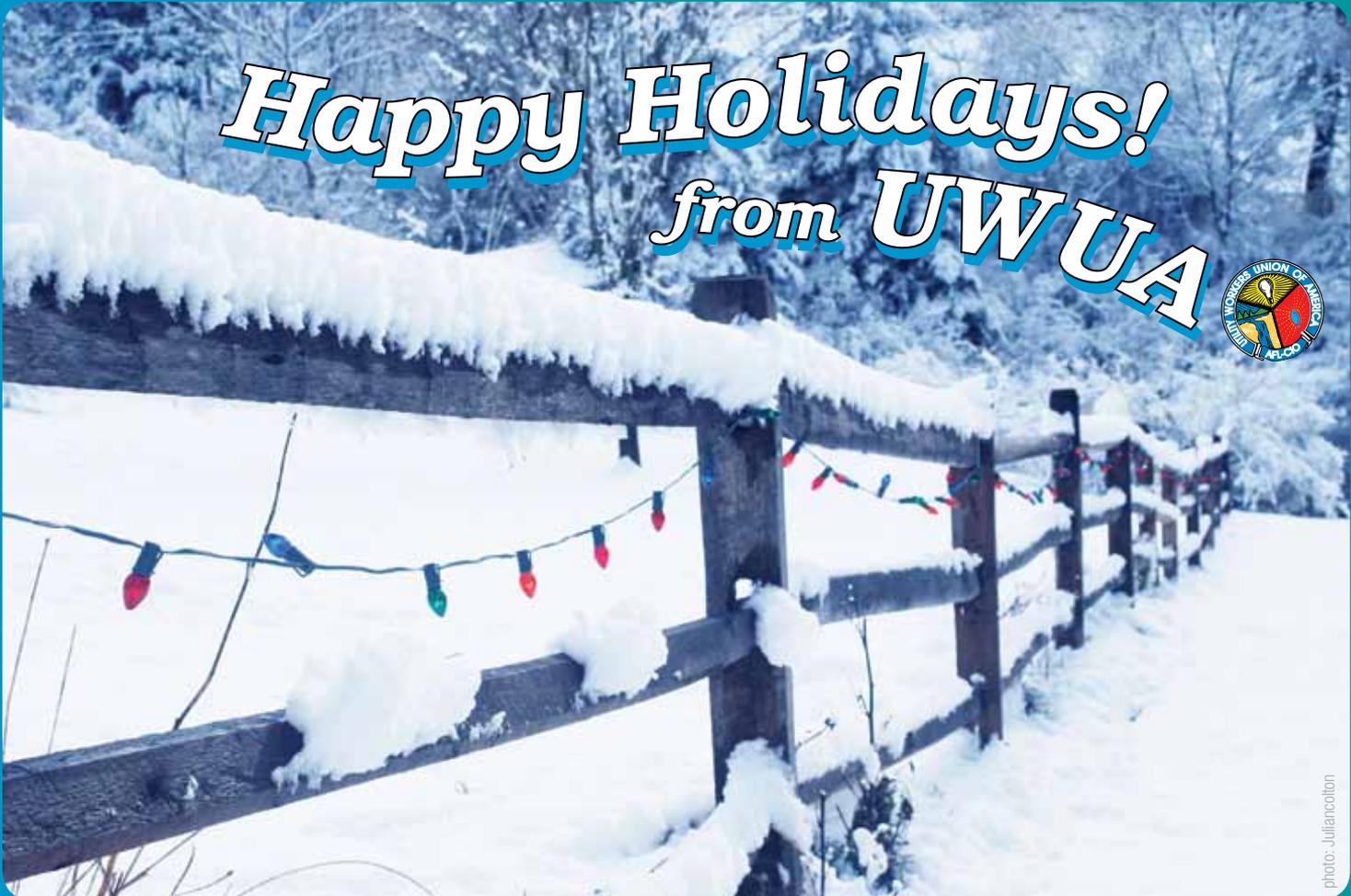


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