

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LIX, No. 1 January/February/March 2014



'One Day Longer, One Day Stronger!'

Labor rallies for locked out FirstEnergy workers! see page 4



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FEATURES

6

UWUA Files Complaints Challenging FirstEnergy Customer Service Violations

Charge inadequate staffing levels result in estimated bills and violate consumer protections

10

Keeping the Lights On, the Furnace Stoked, and the Water Flowing!

Severe winter doesn't stop UWUA members from getting the job done!

12

West Virginia Toxic Spill Puts American Water on the Hot Seat!

Did Company's failure to perform maintenance compound the problem?

14

Sierra Club Adopts Union Position on "Stranded Workers and Communities"

Protecting good jobs is key to a clean energy future

DEPARTMENTS

3

President's Message

8

Speaking Out

Employers are locking out workers from their jobs rather than bargaining collectively for fair contracts. How do you think working men and women should respond to these aggressive attacks on their rights?

19

Retiree in the Spotlight: Marty Baronner

21

Saluting our UWUA Retirees

ON THE COVER



UWUA members and brothers and sisters from other unions hold the line against a FirstEnergy lockout.

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Winter of Our Disrepair

D. Michael Langford

This winter clearly revealed the extent of our nation's disrepair. The decrepit state of our physical infrastructure was on full display for the world to see as large numbers of American citizens experienced conditions associated with third-world countries — no electricity, no heat, and no water.

Corporate profits and the misguided policies of elected leaders who serve them, have brought us to the level of a third-world country. Unless action is taken to invest in our human and physical infrastructure, we will become an underdeveloping nation.

Time for a reality check

When one of the largest publicly traded electric utilities, FirstEnergy, locks out 142 workers at its Penelec subsidiary just before Thanksgiving, something is seriously wrong in America. Especially when the company continues to lock them out in the most severe winter in memory.

American Water, the largest publicly traded water and wastewater utility company, seeks to cut staff levels in a West Virginia system that loses up to 37.5% of its water due to leaky pipes and bad valves. When, as in the case of Charleston, WV, there is a toxic spill and they are unable to respond adequately to protect the public, something is seriously wrong in America.

PJM, the electric transmission authority in 13 mid-Western and mid-Atlantic states, including Washington, DC, approved the shutdown of coal fired power plants to rely more on gas. When they were then forced to tell 61 million consumers to cut their power usage during the day, something is seriously wrong in America.

As coal-plant workers were being laid off, gas-powered plants were being knocked offline. Gas pipelines were unable to carry the necessary volume to serve both residential consumers and the generation facilities for the grid.

For the first time in its history, the Federal Energy Regulatory Commission (FERC) invoked its emergency powers to order a pipeline owner to send gas from Texas

to the Midwest and Northeast. And in California, consumers were urged to cut their electricity usage as the cold weather caused shortages of natural gas there.

Darkness before the dawn

But, as the saying goes, the darkest hour precedes the dawn. There is light at the end of the tunnel. The UWUA and its members have allies. Our call to action to repair America's human and physical infrastructure is being heard. And action is being taken.

As this winter proved, we can no longer continue down this path of underdevelopment and degradation of our infrastructure. We are taking an "all of the above" approach to repairing America. In states where we are strong, we are working at the state level. In Illinois, for example, we successfully supported legislation to invest in rebuilding Chicago's gas lines.

And in New Jersey, we are working to get Energy Strong implemented to add billions of dollars to the state's infrastructure investment.

In Washington, DC, we are advocating for passage of legislation setting up an infrastructure bank to spur investment nationwide. Maintaining and improving infrastructure creates good domestic jobs for a lifetime.

The UWUA is talking to whoever will listen about setting life sustaining priorities — heat, light, power, and water. People are paying hundreds of dollars a month for cable and other entertainment amenities. What about paying a few dollars more per month to keep the lights on, the furnace stoked and the water flowing?

Our message is starting to hit home. We can create millions of good jobs and fix our environmental problems by repairing America. To do so, we have to get people to engage in the process, to go to their elected officials, their public service commissions, and their communities. Together we must drive home the message that the path we currently are on is not sustainable and changes must be made.

Regardless of political affiliations, we are talking about common sense: repairing America.

“Unless action is taken to invest in our human and physical infrastructure we will become an underdeveloping nation.”

FirstEnergy Continues Lockout

FirstEnergy is continuing a vicious lockout of 142 UWUA members at its Penelec utility in central Pennsylvania, even as winter storm systems sweep across the northeastern U.S., knocking out electric power for hundreds of thousands of families.

The Akron, Ohio-based company locked out the members of UWUA Local 180 – a branch unit of System Local 102 – three days before Thanksgiving to try to coerce workers to accept massive concessions during ongoing contract negotiations. FirstEnergy is demanding similar concessions in healthcare and retirement security from nearly 1,000 other System Local 102 members across Pennsylvania, Maryland, West Virginia, and Virginia at the company’s West Penn Power and Potomac Edison subsidiaries.

Hundreds of thousands without power

“It is inexcusable for FirstEnergy to keep skilled linemen and other utility workers out of their jobs performing essential public services during massive power outages – all for the sake of padding the corporation’s profits at the expense of public safety,” observed UWUA President Mike Langford.

FirstEnergy top brass suddenly ordered local management to lock out Penelec workers on November 25, even though the local union had consistently made clear its willingness to continue working while the parties try to hammer out a new agreement. The UWUA believes the lockout is part of a FirstEnergy scheme to pressure Local 102 to also accept painful cutbacks demanded by management for the larger unit.

Management has rejected numerous UWUA proposals that FirstEnergy should immediately return all locked out workers to their jobs to cope with regional power outages caused by harsh winter storms. In early February, for example, 849,000 people lost power in

“This company made a serious miscalculation when it launched these unjustified attacks on UWUA members. Our entire union is committed to standing with FirstEnergy workers for as long as it takes to win justice.”

– UWUA National President Mike Langford



‘One Day Longer, One Day Stronger!’ Locked out for months by FirstEnergy’s Penelec subsidiary, UWUA System Local 102, Branch Local 180 members continue to hold the line against corporate greed.

Pennsylvania alone as a result of Winter Storm Nika.

UWUA members know first-hand that winter ice and snow storms can severely strain electric power systems throughout an entire region, as power outages force utilities to scramble to find sufficient skilled workers to restore service.

“It is nothing short of reckless for FirstEnergy to keep nearly 150 skilled utility workers sidelined while hundreds of thousands of customers go without power during a winter storm,” declared System Local 102 President Bob Whalen. “Top executives in their corporate suites

in Akron should place the public safety ahead of short-term profits by bringing Penelec employees back to work immediately.”

Management demands takeaways at three bargaining tables

The labor agreement at Penelec expired late last year, while the System Local 102 contract covering the four-state region is up for renewal at the end of April 2014. Meanwhile, UWUA members are also battling against FirstEnergy demands for cutbacks in West Virginia, as the

Despite Massive Winter Storms



Locked out Branch Local 180 members receive critical support from their union brothers and sisters. On February 1, hundreds of union members and their families rallied in Altoona, PA in solidarity with them. Nurses, communications workers, carpenters, teachers and others showed their support for the locked out Penelec workers. Railroad workers took up a collection of two hours' pay and contributed almost \$1,000 to the workers' defense fund.

“The men and women who are being forced out of work need to stay together and fight as one. Corporate greed and Koch brother mentalities nationwide are set to destroy the middle class working union members. We are the last group blocking their greedy agenda. Solidarity and union strong!”



Patrick Miller of Altoona Fire Fighters Local 299 played a big part in organizing the union rally for locked out UWUA members there.

members of Local 304 continue negotiations for a fair union contract at the company's Harrison Power Station near Shinnston.

Workers there have voted for UWUA representation twice since their first NLRB election victory in October 2010. Although negotiations in Harrison are slowly progressing, Local 304 still hasn't reached a first contract because of management demands for unfair concessions.

The UWUA is challenging management's bad faith bargaining tactics through charges pending before the National Labor Relations Board covering all three locations – the Harrison plant, the Penelec lockout, and also concerning the larger unit at System Local 102.

Continued on page 6

Support Locked Out Workers!

Please support UWUA members locked out by FirstEnergy in Pennsylvania! These utility workers are on the frontlines of the battle against corporate attacks on working families, and they deserve our full support.

Send contributions to:
 System Local 102, UWUA
 Secretary/Treasurer John Poroda
 528 Bezell Rd.
 Belle Vernon, PA 15012
 (724) 379-0138

Checks & money orders should be made out to:
 System Local 102, UWUA

And must have the following in the memo line:
 Branch Local 180 Relief Fund

Continued from page 5

FirstEnergy Continues Lockout Despite Massive Winter Storms

Campaign for Justice

The UWUA is not standing by idly as FirstEnergy inflicts pain on utility workers to extract unfair concessions from working families. The locked out Penelec workers have been carrying the fight to the doorsteps of top corporate executives, and have also rallied local elected officials, consumers, and members of other unions to stand with the

UWUA in its fight against FirstEnergy corporate greed.

Meanwhile, the UWUA National Union has issued a call for UWUA locals, members, and other national and international unions to make financial contributions to help sustain the locked out workers' determination to defeat FirstEnergy's outrageous concession demands.

"These locked out UWUA workers are

on the frontlines of the battle against corporate America's assault on working families, and they deserve our full support," declares UWUA National President Langford. "This company made a serious miscalculation when it launched these unjustified attacks on UWUA members. Our entire union is committed to standing with FirstEnergy workers for as long as it takes to win justice."

UWUA Files Complaints Challenging FirstEnergy Customer Service Violations

UWUA System Local 102 filed complaints on February 4 with the Pennsylvania Public Utility Commission challenging the failure of two FirstEnergy companies in the state to properly read customers' meters.

The union's complaints charge that West Penn Power and Penelec have engaged in "serious, repeated, and apparently willful violations" of the Commission's regulations by failing to read customers' meters at least once

every two months, and attributes the problem in part to inadequate staffing levels at the two companies.

The UWUA discovered the violations during a review of the companies' billing practices, which revealed that numerous customers have gone for up to five months or longer with consecutive estimated bills. PUC regulations require actual readings at least every other month as a consumer protection measure.

"We have filed these complaints to make certain FirstEnergy complies with all regulations designed to protect the public interest, and also to defend the interests of UWUA members who deliver essential services to the public every day."

— System Local 102 President Robert Whalen

Protecting the Public

"Utility workers take seriously our responsibility to serve the public," declared Robert Whalen, president of System Local 102. "We have filed these complaints to make certain FirstEnergy complies with all regulations designed to protect the public interest, and also to defend the interests of UWUA members who deliver essential services to the

public every day."

The UWUA represents 900 utility workers at the two companies, including meter readers at both utilities, in addition to another 2,300 FirstEnergy employees in Ohio, Maryland, Virginia, and West Virginia. The Pennsylvania complaints request that the Commission order West Penn Power and Penelec to hire a sufficient number of meter readers and other staff to enable the companies to comply

with the state regulations.

The case also raises the prospect of large fines against the two companies, since the PUC can assess a civil penalty of up to \$1,000 for every violation it finds over the past three years. West Penn Power and Penelec provide electric utility services for a combined population of nearly 3 million people throughout central, northern, and western Pennsylvania.

Member-2-Member Action Networks Building Power!

Whether we're mobilizing for strength during contract negotiations, planning for upcoming negotiations, fighting for legislation to protect working families, electing those who we believe will fight for that legislation, or building the internal capacity to fight for social justice within our communities, it is critical to have involvement from all levels of our union.

We live in a busy world and not all members can make it to union meetings, so getting the truth out to our members in a way that is effective and efficient is a challenge; so is motivating more personal involvement.

Accepting the challenge

Many UWUA locals accept the challenge and have joined the growing numbers of leaders across the country developing strategies to build greater power and win justice for working families.

Going into the 3rd month of FirstEnergy's vicious lockout, UWUA members in branch locals across Pennsylvania and Maryland are using the Member-2-Member Action Network to fight back.

All UWUA locals representing members employed by FirstEnergy developed structures and "phone trees" to support the struggle of the locked out members at Branch Local 180.

Whether it's recruiting volunteers to take the union message to FirstEnergy board members, or having UWUA members exchange information on what is happening within those locations that are still working, it's the M2M Action Network that is delivering results.

In addition, over the past year:

- All Michigan UWUA locals attended planning sessions to develop local M2M Action Networks and take on

the challenges presented by the passage of "right to work."

- All UWUA National Staff Representatives selected locals to launch M2M Action Networks; 17 different locals jumped on board.

We realize that our strength as a union comes from membership involvement at all levels - and we are building that power!

However, building power and winning justice goes beyond the fight within the workplace. In Michigan, locals are using the M2M Action Network to educate all members on the devastating impact on working families that Gov. Rick Snyder and his anti-union cronies in the legislature have caused.

In Dayton, Ohio, Local 175 isn't leaving anything to chance. Acting pro-actively, they began developing their M2M Network in January.

Fighting for what is right

Likewise, members in Monterey, California are using the M2M Network to discuss and develop a union policy and position on a community effort to municipalize operations currently performed by American Water.

We all know there is no finish line in our fight for justice, but we also know that a functioning M2M Action



Local 102 leaders and M2M coordinator Steve Wyatt, center, discuss how their Action Network can support locked out Local 180 members.



Local 175 members develop a strategy for a more pro-active union presence within the community.

"Whether it's recruiting volunteers to take our message to FirstEnergy board members, or having our members exchange information on what is happening within those locations that are still working, it's the M2M Action Network that is delivering results."

Network will foster communication and increase our ability to mobilize for activism. It is this effort that will create a deeper foundation to build our strength for a long-term, effective, and strong future.

Locals across the country are signing on how about you?

Employers are locking out workers from their jobs rather than bargaining collectively for fair contracts. How do you think working men and women should respond to these aggressive attacks on their rights?



Kevin Necciai

Serviceman, Local 102-G
Pennsylvania

“In a word, education. We should educate ourselves and the public to the consequences of inaction in response. We have a rich history in the labor movement in this country and we must honor past sacrifice with action. Get the word out. Participate. If we stand up, we will be heard. If we are heard, the public will support us.”



Karen Honey

Bookkeeper, Executive Trustee, Local 601
New Jersey

“Although the employers are attacking in a physical manner by locking the workers out, we should not respond with any physical action except for exerting our rights to organize and to picket the area with signs to show our disapproval for what they are doing, and also to gain public support. We have the right to be angry, our families depend on us, but we have to keep that anger in check and use that energy to methodically get these employers to come to the table and start bargaining in good faith as quickly as possible.”



Adam George

Layout Tech, System Local 102, Branch Local 180
Pennsylvania

“We should all stick together. There’s a lot of low days out here on the line, especially when only a few come out to walk. When we have a large turnout from other unions, it’s good to know we’re not forgotten. Thanks go out to all who support us, we will never forget.”



Ben Wilkinson

Area VP, System Local 102, Branch Local 180
Pennsylvania

“Stand up for yourself against corporate greed and your rights as a union member.”



J. Merritt

Lineman, System Local 102, Branch Local 180
Pennsylvania

“First, they need to thank the public for their support. This is a trend across the country to put end to the widening gap between corporate America and the working class. They need to change political leadership. If politicians don’t work for the voters, vote them out. The money in this country should be careful what they ask for. Without the middle class spending money and paying taxes, there won’t be an economy.”



Corey Schichtel

President, Local 295
Michigan

“If corporate greed has gotten to the point where they are willing to lock out workers and destroy the middle class, it may be time to look at extreme measures and have a nationwide strike of all utilities. Hit them in the pocket book; that is the only way to reason with these people. I will put down my tools!!!!”



Sam Thurau

Lineman, System Local 102, Branch Local 180
Pennsylvania

“I think that the court of public opinion is where these battles are won. Preparing in advance of a conflict is key. Use social media, use every method available to you to help the public understand the facts, because more often than not, the truth behind labor conflicts and lockouts will polarize people to the side of the labor. Bottom line, let the public put the pressure on the employers by letting them know that a lockout is a dirty trick used by companies to starve union families into concessionary conflicts.”



Anthony Battisti

Substation A, System Local 102, Branch Local 180
Pennsylvania

“I believe the people should stand together! We have to stop corporate greed! Our own brothers and sisters have to put up the good fight and stop trying to rally a petition to go back for a garbage contract.”

Keeping the Lights On!

the Furnaces Stoked!

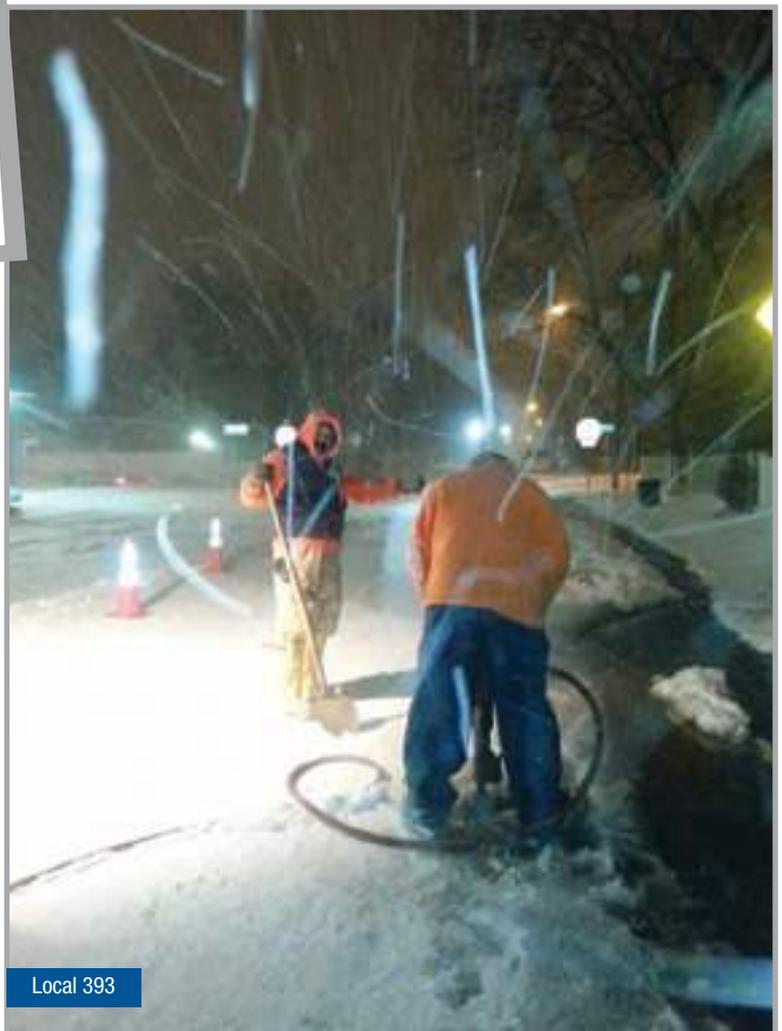
and the Water Flowing!

This winter is proof that UWUA members are the best trained, highest skilled, safest and most productive workers in every facet of our utility industries.

As one of the most severe winters in recent memory tests the nation, UWUA members from California to New York, Florida to Oregon are hard at work keeping the lights on, the furnaces stoked, and the water flowing.

Often overlooked unless, and until, something goes wrong, utility workers are doing what they do best: delivering the services that maintain communities, municipalities and the nation. Extreme weather, man-made and natural disasters are all taken in stride.

What is abundantly clear to everyone in times like these is the importance of the work UWUA members do as well as the need for investment in both human and physical infrastructure.



Local 393

A New York Suffolk County Water Authority Construction and Maintenance (C&M) crew works a main break overnight during a storm. The crewmen are: Oscar Montalvo-Crew Leader/Exec. Board Member, Billy Merkle - Utility "A." Photo taken by James Harrington - Utility Man.



Local 18007, Chicago



Like most of the country, Chicago has been hit by one of the coldest and snowiest winters on record. With more than 24 days at zero or below zero, Local 18007 members employed by Peoples Gas continue to work hard to keep Chicagoans safe and warm. (Left) Crew Leader Willie Grandberry, Jr., right and Gas Mechanic Oswaldo Lechuga, work in -10 degree Fahrenheit temperatures (-22 wind-chill) in order to renew service and restore gas to a customer after an urgent upgrade from low pressure to new medium pressure facilities. (Right) John Baez blows out a buffalo box that is full of debris in order to access a customer's service valve. Chicago has received over 60 inches of snow so far this winter.



Local G555, Lima, Ohio



One year ago, 57 Local 308 members from Lima, Ohio successfully merged into Local G555. "This merger increased workers' strength by bringing all 1,200 UWUA members at Dominion East Ohio under one contract," says Local G555 President Mike Coleman. Tim Reindel, local union representative of the Lima District adds, "Before the merger, we did not have a president or vice president working on union business full-time. By merging into G555, we now have people working on union business all day, every day; I feel that's very important. That's made us stronger." Pictured here are Lima members, who, like all UWUA members, are on the front lines, keeping their communities, safe and strong.



Local 601, Bloomfield, New Jersey



Brother, it's cold outside! No matter what the weather conditions, Local 601 meter readers brave the heat and cold to keep Public Service Electric & Gas (PSE&G) running smoothly. And when it's cold outside, the phones light up. Local 601 call center members handle customer concerns. They know how important it is to keep communication with ratepayers open.

West Virginia Toxic Spill Puts A

Almost everyone knows about the toxic chemical spill that took place in Charleston, West Virginia.

On January 9, some 10,000 gallons of chemicals used to treat coal leaked from storage tanks owned by chemical company Freedom Industries and flowed into the Elk River about a mile-and-a-half upstream of the water treatment plant operated by West Virginia American Water, a subsidiary of American Water.

State of emergency

President Obama declared an emergency as area hospitals eventually treated hundreds of people reporting symptoms of chemical exposure. More than 300,000 West Virginians in nine counties were banned from drinking their tap water for a number of days.

WV American Water came under fire from many in the state for its response to the spill. Thinking at first that its treatment plant would remove the chemical, the company did not warn customers about the contamination until hours after learning about the spill.

While the crisis has passed, the impacts are still being assessed. For example, it is not known how much of the toxic chemical, MCHM, may have leaked into the ground as it flowed through West Virginia American's pipes. What is known – due in part to the work of the UWUA over the

“The spill and the company’s response have raised the question, did WV American Water compound the effects of the chemical spill by failing to perform needed routine maintenance because of workforce shortages?”



(AP Photo/Michael Switzer)

American Water customers in Charleston, WV, load up on bottled water at a water distribution center after the chemical spill in the Elk River that contaminated the public water supply in nine counties. Many of the 300,000 West Virginia residents affected went without clean tap water for days. In late February, odors from the spill persisted.

past few years – is that WV American Water's infrastructure is in need of upgrade. Recent statistical data compiled by the company itself shows that up to one-third of the water flowing through its distribution facilities in the Kanawha Valley, which includes its Charleston plant, is “unaccounted for,” an indication that this water is leaking into the ground as it moves through the system.

This startling fact came to light through the actions of UWUA Local 537, whose members work in Huntington. They have been actively participating in the state's Public Service Commission rate cases and other pro-

ceedings concerning American Water. Local members have testified from first-hand experience about the need for substantial upgrades to American Water's infrastructure. They continue to document the impact of manpower shortages on the ability of the workforce to operate and maintain aging mains and other facilities.

In 2011, West Virginia American attempted to lay off roughly 10% of its employees after state regulators denied large parts of a proposed rate hike. The UWUA fought the company's plan and, in a precedent setting decision, state regulators forbade

the company from implementing a portion of the layoffs, and established a target staffing level. Nevertheless, concerns about understaffing and the need for infrastructure repair persist.

American Water actions questioned

Questions have also been raised about whether American Water should have closed the Charleston plant when it first learned about the contamination in the river. Several other water systems in Ohio River communities downstream temporarily closed their intake valves as a precautionary measure while the

American Water on the Hot Seat!

chemical plume passed by, including in Cincinnati, Ohio and Ashland, Kentucky.

In fact, an official with the West Virginia Department of Environmental Protection testified before a Congressional subcommittee last month that “the inability of the West Virginia American Water Co. to shut down its system to let the pollution pass presented a challenge that was unforeseen by those responding to the spill,” and that this “certainly compounded the problem.”

Wanted: infrastructure investment

American Water testified before the same hearing that it did not shut down the Charleston plant after the spill because its water storage system was low due to water line breaks caused by the frigid weather conditions, and that shutting down the facility would result in the loss of water in the entire system – including for fire protection and for basic sanitation. According to the company, moreover, starting the system back up by replenishing and re-pressurizing the pipes would have taken longer than one month.

Even so, the spill and the company’s response have raised the question, did WV American Water compound the effects of the chemical spill by failing to perform needed routine maintenance because of workforce shortages?

The state Public Service Commission itself has expressed frustration over American Water’s lack of investment in distribution system upgrades, noting in an October 2011 order that “neglecting distribution system infrastructure spending over time is shortsighted and not in the best interest of WVAWC or its customers.”

As a result of that PSC investigation,



Local 537 Steward Boot Camp

With American Water continuing its attack on UWUA members and their contracts, Local 537 is training its officers and stewards to give them the tools they need to stay confident and responsive to their members. This year’s training was provided by Cornell University. 65 officers from Pennsylvania, West Virginia, and Maryland were in attendance, representing members in the Water and Waste Water sectors.

which was initiated through a complaint filed by the UWUA, the company was ordered to submit quarterly reports that provide statistical information on aspects of its operations, including staffing levels. In a review of West Virginia American Water’s “quarterly metrics report” for the third quarter of 2013, the Commission’s Engineering Division highlighted concerns about American Water’s leaky pipes, noting that so-called “unaccounted for water” was well above the Commission’s acceptable figure of 15%, including a 12-month rolling period of 37.57% for the Kanawha Valley District in both May and June of 2013.

The staff went on to express concerns about the number of leak repairs and the failure to meet valve inspection targets.

In a January 23 letter to Michael Albert, chair of the state Public Service Commission, UWUA President Mike Langford wrote: “One immediate concern raised by this data is that a

consequence of the excessively high leak rate in West Virginia American’s distribution system is that a significant amount of the contaminated water pumped through the system will have leaked into the ground. The UWUA does not know whether this presents a public health concern, but believes that the matter warrants investigation.”

Concerns remain

State and federal authorities, and the courts, will have the final say on ultimate responsibility for the spill and its aftermath. Meanwhile, the questions that should be examined include whether West Virginia American Water is adequately staffed and making sufficient efforts to upgrade and

maintain its aging infrastructure, and what lessons have been learned from this crisis.

Kevin Booth, president of UWUA Local 537 covering American Water employees in Pennsylvania, Maryland, and West Virginia, says, “We need to focus on human infrastructure as well as replacing pipes. We need to train and put people to work in order to weather the next man-made or natural disaster!”

Moreover, as President Langford made clear in his letter to the state PSC, “We do not know and take no position on whether any deficiencies in American Water’s infrastructure contributed to this water crisis. Our purpose in writing is not to point fingers, but to focus on the future. Toward that end, we urge the Commission and other agencies charged with investigating this situation and crafting going-forward recommendations to consider how best to address any deficiencies they find in American Water’s physical and human infrastructure.”

Sierra Club Adopts UWUA's Position on

On February 8, in advance of the annual Good Jobs, Green Jobs conference, the Sierra Club released a new report, titled "Workers, Communities, and the Clean Energy Economy." The report endorses the UWUA position on stranded workers and stranded communities as it lays out a vision for workers in the transition to a clean energy economy. Dean Hubbard, director of Sierra Club's Labor Program, authored the paper. "The Utility Worker" excerpts it here with permission.

The Sierra Club and its 2.1 million members and supporters are proud to stand shoulder to shoulder with our allies in the labor movement in the fight for a fair and just transition to a clean, renewable energy economy in which all people have access to good jobs on a healthy planet. To get there, we need to immediately engage workers and communities, especially those affected by fossil fuel transitions, in developing and implementing a bold vision and strategy that decisively addresses the causes of the exploitation and abuse of our planet and its people.

If we fail to act boldly now, hundreds of millions of workers around the world will suffer permanent job losses as a result of damage to infrastructure for water, energy, transportation and public health, as well as important economic sectors such as manufacturing, agriculture, and tourism.

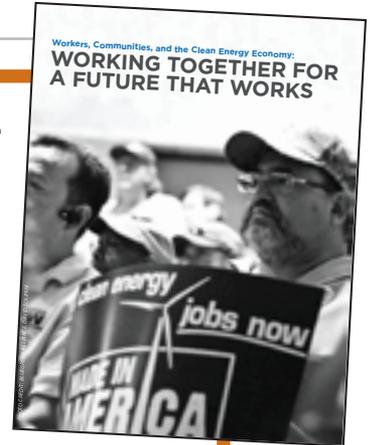
As AFL-CIO President Richard Trumka recently said, "We have to act to cut those emissions, and act now."

We must protect workers and communities in the transition

As we respond to the profound opportunities and challenges presented by the clean energy transition, we must simultaneously protect miners, power plant workers and others who are already being affected by the transition, as well as the communities that depend on those industries.

The Sierra Club embraces the conclusion of the Utility Workers Union of America that this hesitance to act is creating "stranded workers and communities" who could lose everything and recover little to nothing in the transition

"We all have a core responsibility for both mitigating climate disruption and creating healthy communities without causing needless suffering and hardship."



Labor and Enviro's Unite!

The Sierra Club and the BlueGreen Alliance joined together to run this ad in Altoona, PA in support of locked out UWUA Penelec workers. It reads in part:

"The Sierra Club stands with the locked out members of Utility Workers Union of America Local 180 and the communities they serve."

if we do not act promptly. Surely we can take care of the workers and communities in Appalachia and elsewhere who have powered our country for the past century. It is no consolation to families and communities that have lost their sole means of livelihood to say we created some new jobs making solar panels in China, or even in the next state over.

We must make a profound change, beginning right now, from a global economy dominated by those who defy any consideration of the public good, towards a more sustainable economic future based upon fairer, more equitable, healthier societies. Clean energy

FirstEnergy

FAILING WORKING FAMILIES



THIS HOLIDAY SEASON FIRSTENERGY, ONE OF THE LARGEST AND MOST PROFITABLE UTILITIES IN THE NATION, HAS LOCKED-OUT OVER 100 HARDWORKING PENELEC EMPLOYEES IN ALTOONA, LEWISTOWN, AND SHIPPENSBURG.

FirstEnergy consistently puts profits over people, with a long track record of polluting our air and water. Now, they're doing it again by trying to starve hard-working families into accepting drastic cuts to their retirement benefits, retiree healthcare and working conditions.

The Sierra Club stands with the locked out members of Utility Workers Union of America Local 180 and the communities they serve. Join us in telling Penelec, a FirstEnergy subsidiary, that our utility workers deserve a fair contract so they can get back to work protecting our families from power failures during the dangerous winter storm season.

sc.org/endthelockout




“Stranded Workers and Communities”

Hundreds Attend Good Jobs, Green Jobs Conference:

Focus on Repairing America’s Infrastructure to Create Jobs and Address Climate Change

The UWUA played a prominent role as labor, environmental, business, non-profit and civic leaders gathered in February in Washington, D.C. for the 2014 Good Jobs, Green Jobs Conference. The conference focused on finding solutions to repair America’s infrastructure systems — energy, water, communications, transportation, and buildings — to create family-sustaining jobs, address climate change, and keep communities safe and healthy.

Leaders from around the country, including AFL-CIO President Rich Trumka and UWUA President Mike Langford, held and attended dozens of workshops, took part in plenary sessions featuring dynamic speakers, and networked and shared their own experiences creating a stronger,



UWUA President Mike Langford speaks on America’s infrastructure deficit.

cleaner American economy over two days.

As the conference opened, a Superstorm Sandy anniversary video featuring UWUA members was shown. And at the opening plenary entitled, “America’s Infrastructure Deficit,” Langford followed-up saying, “Sandy really highlighted the vulnerabilities of the utility industries, be it electric, gas, water or wastewater. And there have been a lot of disasters since Sandy. The women and men who make up the

Utility Workers are first responders. They put their lives on the line every day. They know the condition of our nation’s infrastructure. That’s why we are part of the Repair America campaign.”

is a great place to begin, as renewable energy and energy efficiency investments create far more jobs per dollar spent than fossil fuels, including natural gas. Specifically, a clean-energy investment agenda generates more than three times the number of jobs within the United States as does spending the same amount of money within the fossil fuel sectors.

The clean energy sector is growing at a rate of 8.3 percent, nearly double the growth rate of the overall economy. Solar thermal energy expanded by 18.4 percent annually from 2003 to 2010, and solar photovoltaic power grew by 10.7 percent over the same period. Meanwhile, the U.S. wind energy industry saw 35 percent average annual growth over the past five years.

Affected communities should lead in developing solutions

In the meantime, however, people in front line communities, including workers in fossil fuel industries, are hurting. In order for it to be fair and just, organized workers and so-called front line communities must both lead and benefit from this transition.

We need bold vision and action that really addresses the huge economic woes of regions like Appalachia. In some cases, jobs in mining and coal-fired power plant operations are virtually the only revenue source for entire counties. The challenge of implementing this ambitious and vital vision is made more profound by the destructive tactics of

an anti-union, climate science denying faction, well-funded by the fossil fuel industry.

Our shared responsibility to develop solutions

To be honest, we in the Sierra Club have at times pursued our goals without adequately consulting or considering how working people are affected by our achievement of those goals. At other times, we have built powerful alliances that have accomplished fantastic results for working people and the environment. Understandably, we tend to focus on the success stories. However, we acknowledge that we have not always been

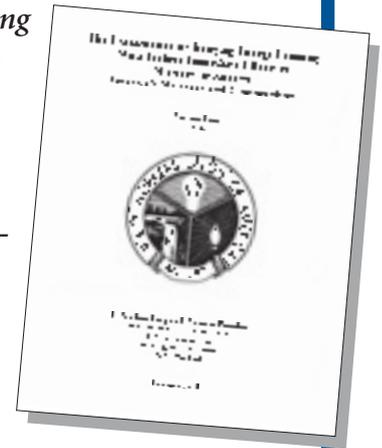
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Continued from page 15

Sierra Club Adopts UWUA's Position on "Stranded Workers and Communities"

"As our nation transitions from coal-fired energy to low carbon energy, no funding assistance is being provided to the stranded workers and stranded communities who will lose everything and recover little or nothing from low carbon energy. Policymakers should ensure that adverse impacts on the working men and women who power this country and operate and maintain soon-to-be retired facilities, and the communities which support those facilities, are mitigated. Beyond simple notions of fairness, mitigating these impacts 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."

— UWUA President Mike Langford



successful and have sometimes failed in our attempts at collaboration with local communities and working people.

Similarly, many unions, even those with members in the fossil fuel industries, have courageously joined the fight to save humanity from irreversible climate disruption, reflecting the highest and best traditions of trade union solidarity. Others, however, have rebuffed our outreach efforts, joining in the denial of climate science, or advocating projects that are destructive to the climate and the survival of civilization despite being aware of the validity of the science.

Ultimately, the problem of how to make a fair and just transition to a clean energy economy that works for working people is one we all share. We all have a core responsibility for both mitigating climate disruption and creating healthy communities without causing needless suffering and hardship.

In short, we need a wide-ranging and diverse policy menu: We need bold federal action. We need state and local governments to step up. We need global cooperation and community organizing. We need corporations to treat their workers and the environment with greater respect. We need coordinated strategic action across the broad major-

ity represented by the labor, environmental, consumer, racial and gender justice movements. And we need financing mechanisms.



A fair and just transition

We understand, however, that those solutions can only be developed through a process in which union represented workers, through their unions, as well as members of affected communities, are genuine participants. This process stalled after the failure of comprehensive climate legislation in 2009. We in the Sierra Club commit ourselves to restarting this process, informed by our years of participation in these conversations, and the experiences of our members and supporters who work and live in affected communities.

We know what it looks like when workers and communities are part

of the plan. A "fair and just transition" means that the affected workers, their unions, and the communities they support are equal partners in a managed transition, not pawns in a corporate profit-making scheme they learn about after the fact. It means that impacted workers receive job security and livelihood guarantees as part of the transition. It means that every level of government and business is directly engaged in an all-out effort to maximize investments in economic development, provide workforce training, and create lasting, good jobs that strengthen the economy and sustain working families. A just transition means the corporations responsible for harmful pollution are accountable for cleaning it up so that communities are left with usable land and clean water. It means environmental groups and unions don't let ourselves be divided by our common opponents, and continue to work together through national partnerships like the BlueGreen Alliance and local and regional partnerships. Ultimately, in order for our movements to transform the global economy in the direction of genuine democracy and sustainability, we must articulate and carry out a bold shared vision and strategy for a future that works for all.

One Step Closer Toward Reaching Our Training Goals



Steve VanSlooten
Executive Vice President

Last August, the UWUA and the Power for America Training Trust inked a new five-year agreement with Consumers Energy that gave the union a leading role in training employees at Michigan's largest electric and gas utility.

This followed a Michigan Public Service Commission decision to mandate money for training as part of a rate case settlement with Consumers Energy. For the first time, the PSC earmarked \$500,000 for the Power 4 America Training Trust Fund.

As a result, the UWUA's Power for America Training Trust is now doing all the company's training in white goods — washers, dryers, kitchen appliances — and furnaces, as well as LG4 training (level gas distribution workers), meter readers and a couple of other job classifications. All of the new hires are becoming members of the various locals within the Michigan State Utility Workers Council (MSUWC).

Grounding workers in their union

We are now in the process of doing a build out of what will be a first class training facility to be able to do all the training in our own UWUA Power for America training center. In addition to making sure that the training is being done right for the job, and by qualified teachers, the first place that new employees coming into Consumers Energy will see is a union-run facility, and the office of the Michigan State Utility Workers Council.

The union will train new hires and incumbent workers with training costs being run through the UWUA Power for America Training Trust, and funded by contributions from Consumers Energy.

The importance of the UWUA/Power for America/ Consumers Energy training partnership cannot be overstated. After being hired by the company and going through one day of Consumer Energy orientation, the newly hired utility workers will go straight to the union-run training where they will get the necessary skills and qualifications to perform their jobs and also have an opportunity to meet officers of the union. This has proven to improve training and ground the new hires in the union.

With Michigan unfortunately now a right-to-work (code words for right-to-be-screwed) state, the introduction to, and orientation by, the union is key to increasing membership confidence and membership value.

In addition, the MSUWC's gas department has a joint union/management training committee that approves the curriculum together. This program is being held up as a model by both the union and the company as a way to successfully train the next generation of utility workers.

This is the second successful UWUA/Power for America program where the union does the training. The first, reported on in the past, is Local 18007's with Peoples Gas in Chicago.

The UWUA seeks to replicate these programs wherever we have members. With the graying of the workforce, the projects with Consumers Energy and Peoples Gas offer a successful model for others to follow to prepare the next generation of the safest, highly trained and most productive utility workers in the country.

A UWUA investigation of the Michigan utility workforce revealed the need to address the human infrastructure needs of the industry. For example, at one major Michigan utility, which has a union workforce in excess of 2,000 people, 87% of the employees are over 40 years old, an astonishing 67% are over 50, 50% are age 55 and older, and 13% of the workforce is age 60 or older.

Our model works

At our 28th Constitutional Convention, delegates passed a series of resolutions recognizing that the safety and well-being of our communities, and the security of our working lives, are dependent on our skills and qualifications as Utility Workers. We resolved to be "the best trained, highest skilled, safest and most productive workers" in every facet of our core utility and service industries. And, we resolved to do everything necessary to establish and fund the education and training programs necessary to meet that objective.

With the success of the Power for America training at Peoples Gas and Consumers Energy, we are another step closer to reaching our goal of having national training programs funded and financed on an on-going basis. We know that this will take years and tens of millions of dollars more. We now have another model that works for utility workers, the companies they work for and the consumers they serve.

"We are now in the process of doing a build out of what will be a first class training facility to be able to do all the training in our own UWUA Power for America training center."

A Healthy Economy Depends on Sound Physical and Human Infrastructure



John Duffy
National Vice President

The term “Washington Gridlock” is used often these days and with justification. The current “do nothing” Congress, is on track to pass fewer bills than any in recorded American history. While there will always be things that lawmakers disagree on, rebuilding our infrastructure shouldn’t be one of them. Any economist worth his/her salt will tell you that a thriving economy is directly linked to a nation’s ability to effectively move goods and people. The other thing they will tell you is that the best time to spend money, and invest in infrastructure, is during an economic downturn. While the state of the economy has improved in the last few years, no one can argue that the economic meltdown which began in 2008, was the worst recession since the Great Depression.

Putting people to work in good jobs

Last March, President Obama urged Congress to pass a \$21 billion infrastructure bill. It’s estimated that the bill would have created over one million jobs. Investment in infrastructure must be done sooner or later. So why not do it when millions of people are looking for work? It all seems like a sure thing, until politics enters the equation. And that’s what the hold-up is all about, politics, plain and simple.

During the 2012 election campaign, the conservative campaign committee ran a bus tour called “The Rebuild America-Defeat Obama Tour.” The tour ran for 31 days through four key swing states (OH, PA, MI and WI) needed for Obama to win re-election. The tour ended on Election Day in Petoskey, MI, where it sank like a stone. OK, so the “Defeat Obama” thing didn’t work out. But what happened to the “Rebuild America” part? If you go to the conservative campaign committee website, you will see nothing about “Rebuilding America,” however, you will see a big thank you to Ted Cruz for his role in shutting down the government. Standard & Poor’s says the shutdown cost our economy \$24 billion; \$24 billion and nothing to show for it. That’s \$3 billion more than the President is asking for infrastructure investment. So all these right wing conservatives had to do, was to follow the President’s lead and invest in infrastructure, instead of following Ted Cruz off a cliff. Had

they done so, we would have over a million people back to work, an improved infrastructure, and \$3 billion more in the US treasury.

Once every four years, the American Society of Civil Engineers (ASCE) provides an assessment of the nation’s infrastructure that they refer to as a “Report Card.” The last report card was issued in 2013. The overall grade given to America’s infrastructure was a D+. The following are excerpts from that report card:

“If FirstEnergy wants to save money, they can start by replacing Tony Alexander with a trained seal and put these workers back on the job fulfilling FirstEnergy’s obligation to provide safe and reliable energy to its customers!”

Wanted: infrastructure investment

Drinking Water: The grade for drinking water improved slightly to a D. At the dawn of the 21st century, much of our drinking water infrastructure is nearing the end of its useful life. There are an estimated 240,000 water main breaks per year in the United States. Assuming every pipe would need to be replaced, the cost over the coming decades could reach more than \$1 trillion, according to the American Water Works Association (AWWA). (The AWWA is an international non-profit, scientific and educational association founded to improve water quality and supply.)

Energy: (Grade D+) America relies on an aging electrical grid and pipeline distribution systems, some of which originated in the 1880s. Investment in power transmission has increased since 2005, but ongoing permitting issues, weather events, and limited maintenance have contributed to an increasing number of failures and power interruptions. While demand for electricity has remained level, the availability of energy in the form of electricity, natural gas, and oil will become a greater challenge after 2020 as the population increases.

Conclusion: Infrastructure is the foundation that connects the nation’s businesses, communities, and people, driving our economy and improving our quality of life. For the U.S. economy to be the most competitive in the world, we need a first class infrastructure system – transport systems that move people and goods efficiently and at reasonable cost by land, water, and air; transmission

continued on page 20

Marty Baronner 'Paying it Forward!'

“I will be there to support them until they’re back to work!” That’s how Marty Baronner ended “The Utility Workers” interview. He was speaking of the members of Local 180, a branch of System Local 102. They have been locked out by FirstEnergy/Penelec in Pennsylvania since November 25, 2013.

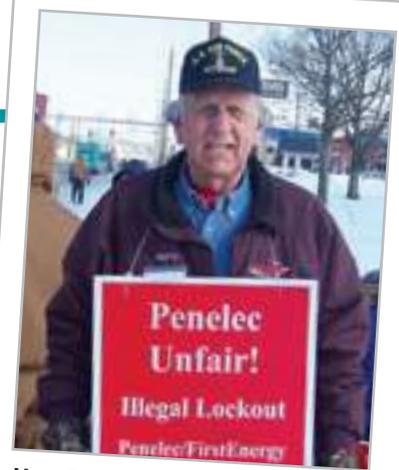
Marty, who retired in 2003 and proudly gives his age as 72, has been joining his union brothers and sisters at the picket line almost every day. He said members have endured below 0° temperatures many days. Things became a bit more bearable when burn barrels were added with donated firewood. Company officials immediately reported this to the fire department, but to no avail because the fire fighters are union members.

Deregulation’s downhill slide

A lifetime member, who still attends union meetings, Marty was impressed when the branch local president said, “We can beat them,” and likened their stand against FE/Penelec to the story of David and Goliath. Marty gives the local union members a lot of credit, saying most of them are standing firm even though they are really hurting. He feels they know that if they give in to Penelec’s giveback demands, they will be paying out a lot more during their retirement for healthcare. The members went 7 weeks with no money coming in to feed their families, and make their house and car payments. The company filled out the unemployment forms incorrectly, saying the workers were on strike and not eligible. Only later did company representatives admit the workers were actually locked out.

Marty started working at Penelec in 1966. In those days, everyone started in the janitorial department. After 8 months, he was assigned to the line department, where he spent 10 years

“It makes no sense that FirstEnergy is unwilling to take care of its workers, yet pays its top five officers tens of millions of dollars a year. And the company is willing to pay \$6 million per year for 17 years, a deal totaling \$102 million, for the right to add their name to the Cleveland Browns stadium.”



Marty Baronner on the picket line supporting his union brothers and sisters locked out by FirstEnergy.

handling duties such as time keeping, getting materials out, and planning for meals when workers were sent to isolated worksites. The rest of his career, another 26 years, was spent in the meter department. He loved that job most of all, where his time was spent testing and changing out meters. He has always enjoyed using his hands, and this was a perfect position for him.

When Marty started working, Penelec was a “wonderful company,” where employees were assured of good pay and benefits, and a good retirement. Things began to change in the 1990s when Metropolitan Edison joined with Penelec; and the Governor of Pennsylvania at the time pushed for deregulation. Although the generation side was a money maker, that division was sold off. That started a downhill slide, and the company lost \$250 million in the last year before it was bought by FirstEnergy. Marty decided to retire while still under Penelec because he saw that FE was not a union-friendly company. Sure enough, with the first contract under FE, work

clothes allowances were taken away and the pay raise was only 1% – “an insult” to the workers, in Marty’s eyes.

Why hasn’t the PA PUC stepped in to end the lock out?

Knowledgeable about FE matters, Marty is quite willing to share the information. He has appeared on a local public access channel in an effort to educate the public. “He feels it makes no sense that FE is unwilling to take care of its workers, yet pays its top five officers tens of millions of dollars a year. And the company is willing to pay \$6 million per year for 17 years, a deal totaling \$102 million, for the right to add their name to the Cleveland Browns stadium.” Marty wonders why the Pennsylvania Public Utility Commission hasn’t stepped in, since the money comes out of the pockets of the ratepayers.

After retiring, Marty decided staying home all day wasn’t for him. To get him out of the house, he took a job

continued on page 20

Marty Baronner

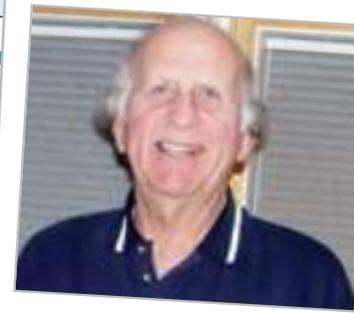
transporting developmentally challenged 4 to 6 year olds to their school. He enjoys his time with the boys, answering their questions during the ride. For Christmas, Marty took his wife's suggestion of giving them little presents, which delighted both givers and receivers.

Marty has been married for 48 years, and said Margie has always been supportive and acknowledges that their family has benefited from Marty's union membership. They have 2 daughters, 3 grandchildren, and 2 great-grandchildren. Born the 2nd of 12 children, Marty came into his own when he served 4 years in the Air Force in the early 1960s. He tested as mechanically-inclined and learned to weld, paint, and do other auto

body work. Now, he relaxes by restoring old cars, and helping friends with their autos.

He has driven his vehicles in Memorial Day and Veterans Day parades, under the banner of the local Democratic Party, for whom Marty acts as sergeant-at-arms. He believes that is the tie-in to his support of unions and unionized workers. He doesn't understand how any union member can be a Republican; they would be working against their own interests. "What corporations do affect everyone and hurt many." Marty says we have to keep fighting the Kochs of the world, who want to buy votes in an effort to engineer everything to their benefit.

Thank you, Marty, for your service to our great country; and for the support you have shown your union brothers and sisters. The UWUA salutes you for truly paying it forward!



Marty Baronner

“He loved that job most of all, where his time was spent testing and changing out meters. He has always enjoyed using his hands, and this was a perfect position for him.”

NATIONAL VICE PRESIDENT'S REPORT

A Healthy Economy Depends on Sound Physical and Human Infrastructure

systems that deliver reliable, low-cost power from a wide range of energy sources; and water systems that drive industrial processes as well as the daily functions in our homes. Yet today, our infrastructure systems are failing to keep pace with the current and expanding needs, and investment in infrastructure is faltering.

While the scores for individual categories in the ASCE report card range from a high of B- to a low of D-, as you can see, drinking water and energy were near the bottom. As we have seen all too often, these utilities have put profits ahead of infrastructure and people. Their “run it till it fails” mentality has put the general public, and the workers who maintain the system, Utility Workers, at great risk.

It's bad enough to neglect maintenance and run the system till it fails, but utility companies have taken things to a new low by locking out skilled utility workers if their demands at the bargaining table for major concessions are not met. In 2012 alone, three UWUA locals were locked out (Locals 1-2,

175 and 369). Nearly 150 Utility Workers at Local 180 have been locked out since November 25 by Pennsylvania electric utility Penelec and its parent company FirstEnergy. Even through the recent winter storm “Nika,” which knocked out power to over 849,000 people, FirstEnergy refuses to end the lockout and begin meaningful negotiations with the union. While people shiver in their homes, FirstEnergy CEO Tony Alexander prefers to keep linemen and other highly skilled utility workers on the sidelines in hopes of fattening FirstEnergy profits and his wallet a little more. Apparently \$23 million a year is not enough for him.

If FirstEnergy wants to save money, they can start by replacing Tony Alexander with a trained seal and put these workers back on the job fulfilling FirstEnergy's obligation to provide safe and reliable energy to its customers!

So long as US utilities are being run by the likes of Tony Alexander, the report card on the managing of their infrastructure, both physical and human, will continue to be shameful!

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

Local 1-2

Herbert Byfield
Nadezda Caiozzo
Ancel Da Silva
Ramon Escaba
John Fields
Jose Flores
Jacqueline Frazier
Charles Fulton
Stephen Greco
Jack D. Green
Sidney Kalikstein
Thomas Linke
Joaquin Lopez
Albert W. Manko
Deborah Nixon
Paul T. Platt
Leonor E. Romero
John Spagnolo
Lawrence Tavano
David Valle

Local 101

Gary L. Filter
Gerald J. Holda Jr.

Local 102-F

Joseph M. Rizzo

Local 102-R

Michael Bialko

Local 106

Mike Crim
Terry Ivey
Mike McCarthy

Local 127

Rodney Coziahr
Bob Dalgarno
Michael Overy
Pete Slinden

Local 132

John Delgado
Ruben Gomez
Kenneth Licht
Jimmy Marquez
Ramon Martinez
Maria A. Millan
Mike Molacek
Rickey L. Reyes

Howard Rodner
Mark C. Russell
Thomas A. Smith
Jesse Stevenson
Victor Theotig
Robert Turek Jr.
Douglas Yocom
Shennan Zane

Local 140

Kevin Kendall
Frank Lahr
Gary Smith
Dave Taylor
Ed Thomas

Local 144

Mark J. Behrmann
Michael A. Braley
Randy T. Deprekel
John A. Goddard
Frederick Heckerthorn
Richard C. Koskela
Timothy J. Nelkie
David P. Schoof
Randall H. Vincent

Local 160

Sergio Acosta
Claude Bell
James Meniktos

Local 175

Raymond Bucholtz Jr.
Rex A. Dryden
Stephen B. Garner
Jory Germann
Michael B. Kingery
Ralph E. Lowe
Carlin Samuels-Porter
William R. Thompson
Keith Williams
John M. Worrell

Local 180

Timothy Easter

Local 223

Michael Flis
Donna R. Hoisington
Salim J. Mumin
Dwight Nevels

Local 254

Pat Deponio

Local 257

Jose Orta

Local 258

Francis H. Coolbaugh

Local 270

Leonard Pratt

Local 273

Patricia Aguiar
Vincent Driscoll
David Hobbs
Richard Kelley
Brian McCarthy
Nancy Surette
Patricia Yukna

Local 335

Kevin Brasier
Jim Swinnie

Local 347

James A. Hiller

Local 355

Louis Schettini

Local 358

Miles Tetil

Local 369

George F. Brady
Robert A. Burns
Michael F. Cordima
Dennis Delicata
Susan Delicata
John Dixon
Thomas Harding Jr.
Kevin Kneeland
Paul P. Lewis
John J. McLaughlin
John K. Morrison
Robert H. Oleary
Gerald W. Richard
Robert S. Ruda
Donald L. Ryder
Kenneth Southworth
L. A. Tramontozzi Jr.

Robert C. Tumasz
Steven J. West

Local 388

Patrick W. Bryant
Daniel L. MacKeller
John S. Sowa Jr.
James Stephans

Local 393

David Buttenhoff
Peter Sapienza

Local 395

Glen Hendricks
Ed Herring

Local 398

Beverly Filer

Local 407

Ivan Hilner
Mark McFadden

Local 430

James Glaze
William J. Johnson
James D. Lewis
Howard Long
Gary Michael
Daniel Stanley

Local 447

Michael Lombardo

Local 473

James Marker
Robert Pruss
David Weiss

Local 476

Edward Murray

Local 482

Victor Smith

Local 517

Cindy Wertenberger

Local 534

Frank Arena
Stephen A. Auriemma

Local 544

Ron Datkuliak

Local 582

James Boeve

Local 587

Gary Eiswerth

Local 600

Nancy Sue Avila
Valerie Carroll
Patricia Ann Colvin
Luann Papania Cook
Randall N. Cornelius
Joyce A. Crail
Jimmy Louis Denson Sr.
Steve J. Dirkes
Marie Florence Elliott
Deborah Ann Farley
Lynda S. Galinari
Richard Lee Hammitt
Stephanie S. Harlen
Robert E. Hoffmann
Joseph E. Hull
Jerry Keeney
Robbin Cynthia Kinney
Robbie Lucille Lynn
Jennifer J. Mapp
Maxine Mayle
David R. McClelland
Elaine McConico
Darrell Thomas Mullins
Valerie L. Mundy
Paula J. Nailon
Janice Kay Price
Patrick John Roderick
Richard D. Ross
Connie Henrietta Smith
William Clinton Taylor
Suzan Marie Venable
Kenneth Lee Wallace

Local 601

Anthony Browne
Victor Otnisky
Steve Schaab
Michael Thompson

Local B310

James Butler
Richard Gliottone
Bradford Sherman

The UWUA Objection Plan For The Plan Year

July 1, 2014 – June 30, 2015

1 Nonmembers' Right to Object.

Any employee who is not a member of the UWUA, and who pays fees to the UWUA and/or a Local Union pursuant to a collectively-bargained union-security provision, will have the right to object to expenditures paid for activities which are not reasonably related to collective bargaining. Such activities are referred to as "non-germane." The fees paid by a non-member employee who files an objection under these procedures will be based only on expenditures for activities that are related to collective bargaining.

2 Procedure for Filing Objections.

Objections must be made by the individual objectors, in writing, addressed to the National Secretary-Treasurer, UWUA, 815 Sixteenth Street, NW, Washington, DC 20006. Simple objections must be made annually and are effective for a single Plan Year (July 1 to June 30). Objections must include the nonmember's name and address and Local Union number. Objections must be post-marked during the April preceding the Plan Year for which the objection will be in effect, or during the first 30 days after the objector commences paying fees to the UWUA and/or one of its Local Unions as required by a collective bargaining agreement, or resigns from membership in the UWUA. A timely objection which expressly provides that it is continuing will be honored. All other timely objections will be considered simple objections which must be renewed annually during the month of April.

3 Reduction in Dues or Fees.

The fees paid to both the UWUA and its Local Unions by nonmember employees who file timely objections will be reduced for the 12-month period from July 1 through June 30. Dues or fees paid by nonmember employees are comprised of the per capita fees paid to the UWUA and fees retained by the Local Union. The National Secretary-Treasurer will notify the relevant Local Union of objections timely received.

For the Plan Year July 1, 2014 to June 30, 2015, 87.964% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. Of the total \$233.16 in per capita fees, \$205.08 (or \$17.09 per month) will be chargeable. The applicable non-germane percentage of 12.036% was determined by analyzing the UWUA's expenditures for the recently completed fiscal year. The percentage of reduction in fees for Local Unions has been calculated at the same rate as per capita fees, because the percentages of Local Union expenditures on non-germane activities have generally been lower than those of the UWUA. As explained below, the UWUA will issue checks to reflect the reduction in objectors' per capita fees and the fees retained by the Local Union.

4 Calculation of Reduction in Per Capita Payments and Local Union Fees.

The National Secretary-Treasurer calculates the reduction in the UWUA's per capita fees and in Local Union fees to which

objectors will be entitled by determining the UWUA's total operating expenditures during the preceding fiscal year, based on financial statements prepared by a third party auditor, and the total expenditures made for activities that are "germane" and therefore chargeable to objecting nonmember employees. The National Secretary-Treasurer then calculates the ratio of germane expenditures to total expenditures. All objectors shall receive, along with their reduction check, the financial report explaining the calculations for the percentage reduction as well as the list of germane and non-germane expenditures.

5 Reduction Check.

Once the per capita increase is implemented in January, the National Secretary-Treasurer will mail, as soon thereafter as reasonably practicable, to each nonmember employee who has filed a timely objection, a check representing the reduction in per capita fees and the reduction in Local Union fees to which he or she is entitled for the entire Plan Year.

6 Appeal to Impartial Arbitrator.

A nonmember employee who files a timely objection and who disagrees with the UWUA's determination of the reduction in per capita fees and Local Union fees in the belief that it does not accurately reflect expenditures on germane and non-germane activities may challenge the UWUA's determination by appealing to an impartial arbitrator.

- a. An objector who wishes to appeal to the impartial arbitrator must explicitly request, within thirty (30) days of receipt of the reduction check and financial report, that he or she is seeking arbitration. The words "ARBITRATION REQUESTED" must appear on the face of the appeal.
- b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA), through its Rules for Impartial Determination of Union fees.
- c. All appeals will be conducted in accordance with the Rules of the AAA. The UWUA will bear the burden of justifying its calculations.
- d. The cost of the arbitrator's services and the proceedings will be borne by the UWUA and the Local Union. Individually incurred costs (e.g. travel expenses, lost wages, legal expenses, witness fees, transcript copy costs, etc.) will be borne by the party incurring them.
- e. While the appeal is pending, the National Secretary-Treasurer will hold, in an interest-bearing escrow account, a portion of the fees paid by appealing objectors that is sufficient to ensure that any portion of the fees that is reasonably in dispute will not be used during the appeal. If the impartial arbitrator determines that the appealing objectors are entitled to a greater reduction in their fees than that calculated by the UWUA, checks will be issued for the balance of the reduction in fees, plus interest.
- f. The decision of the impartial arbitrator will be final and binding.

JUST BECAUSE YOU'RE UNION.

Lee Murphy
union member



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The Union Plus Mortgage program, with financing provided by Wells Fargo Home Mortgage, was designed to give America's hard working union members the extra benefits they deserve and includes unique hardship assistance to protect your home if times get tough.

- Union Plus Mortgage protection during hardship such as strike, disability and job loss
- \$500 Union Plus First-Time Home Award
- \$500 Wells Fargo My Mortgage GiftSM award card after closing on a purchase or refinance loan¹



Call **1-800-848-6466**
or visit **UnionPlus.org/Mortgage**

¹Eligible individuals can receive the Wells Fargo My Mortgage GiftSM promotion after closing on a new purchase or refinance loan secured by a first mortgage with Wells Fargo Home Mortgage. The promotion is not available with all mortgage loan products. This promotion is void where prohibited and subject to change or cancellation with no prior notice. Please see website for more information.



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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.

Region 3	May 14-16	Columbus, OH
Region 2	June 11-13	Harrisburg, PA
Region 5	June 25-27	Los Angeles, CA
Region 4	Aug 20-22	Lansing, MI
Region 1	Sept 24-26	Atlantic City, NJ