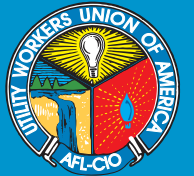


30th  
Constitutional Convention  
July 22-25, 2015



# THE UTILITY WORKER

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LX, No. 2 April/May/June 2015



**RECLAIM, RETRAIN, REPOWER  
REPAIR AMERICA**




**UWU**  
30th Constitutional Convention • Hollywood, Florida



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# THE UTILITY WORKER



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## ON THE COVER



Power for America trainees in Pottersville, MI; Local 69 protests 'Right-to-Work' in WV.



D. Michael Langford

## History in the making

As you read this, the final preparations are underway for our historic 30th Constitutional Convention. Over four days in July, elected Convention Delegates will meet, discuss, and vote on the direction our union will take for the next four years. One thing is certain, as we enter our eighth decade, the UWUA is on the right track, defending the gains our members have made, seeking further improvements, and bringing the benefits of union membership to even more utility workers.

We are geared up and hitting on all cylinders to meet the challenges of our rapidly changing industries to provide the necessities of life — light, heat, power, and water — to our great nation. Though no one can accurately predict what the future of utilities will be, through the hard work of our members, their locals, and the National Union, we are building the foundation for future utility workers to succeed.

While not the largest union, our impact cannot be underestimated. We provide vital services that are fundamental to human life and are committed to continuing to be the best trained, highest skilled, safest and most productive workers in the world. As a result, when we speak, policymakers, regulators and ratepayers listen.

### Democracy in action

Democracy is one of the core values of the UWUA. Through democratic governance and collective action we are strengthening our union and our country. Our goal is to improve the lives of our members and the communities we serve. Elected delegates will have a say in decisions that affect their lives, the lives of the union members they represent, and their larger communities.

The importance of the union's democratic convention process is even greater than its impact on our

members and their communities. It is also what has made America great. Unfortunately, our democracy is under attack by powerful and well-funded groups seeking to roll back the gains made by generations of working people, individuals who worked democratically through their unions to improve the lives of Americans.

We cannot underestimate the importance of exer-

cising our democratic rights as union members. Union democracy is so critical to our whole society that unions are the only type of non-governmental organization for which Congress has found it essential to legislate democratic rights.

We trace our history as an organized group of utility workers to the time of the 1934 Wagner Act, when Congress determined that the public interest required the right of workers to select unions of their own choosing for collective bargaining. At that

time, the Brotherhood of Utility Employees of America was created to organize the nation's growing number of utility workers. Then, following the creation of the Congress of Industrial Organizations (CIO), in 1938, the Utility Workers Organizing Committee was formed. The UWUA grew out of the UWOC in 1945.

The founders of our union built a powerful, democratic organization. As we gather for our 30th Constitutional Convention, let's celebrate our history and chart a path to the future. Our theme for this year's historic convention provides the framework for the work ahead. We will come together to Reclaim, Retrain, Repower, Repair America!

### Reclaim America

Look at what is happening with the assault on labor unions in our country today. Piece-by-piece, the protections of fair treatment, good wages, and earn-

continued on page 4

**“At the 30th Constitutional Convention we will come together, make plans for the next four years, and continue to fulfill our mandate to improve the lives of our members.”**

ing a decent living are being dismantled. Slashing and cutting everything that protects people while giving corporate America a free hand is not sustainable. This cannot continue.

The best way to combat poverty and improve living standards is through collective bargaining. Labor unions built the middle class. By destroying the labor movement, our nation's ability to lift people out of poverty and into the middle class will also be destroyed.

Labor rights and civil rights are really one and the same. We must get people to understand that the attack on labor is an attack on our whole society. It is an attack on our way of life.

That's why we have to Reclaim America.

When Michigan Governor Rick Snyder signed Right-to-Work (for less) into Michigan, we decided, "Enough is enough" and launched the Member-to-Member program, an innovative new initiative to engage members and encourage them to participate in union activities.

Our key to success will be our ability to organize, inform, motivate, and mobilize our members. We will need an historic level of member activism for our union to grow, and win the justice that we strive for. Having a strong and effective Member-to-Member program in each local union will be key to our future success.

We all know that it takes collective effort to get anything done. At the Convention, we will be focusing that collective effort.

## Retrain America

Training current members and new members to meet the challenges of the future is at the forefront of our work at the National Union. And we have had many successes to build on.

When it comes to downed wires or malfunctioning substations, underground cables, or if it's a gas line leak, or a water main break, our members have the skills, the education, and the necessary training to safely fix it in a timely fashion. Our members also make sure their repairs are enduring, not having to be reworked. This is the wise way to go. And, we have a training model that works.

We proved this after reaching an agreement with Consumers Energy (CE) in Michigan to have our Power for America (P4A) Training Trust train entry-level employees. P4A purchased a warehouse in Potterville, Michigan and re-constructed it into classrooms and work labs to be utilized for the training of CE workers and members of the Michigan State Utility Workers Council. The building was completed and opened one year

ago, and there are already plans to expand it to include welding training for gas and electric industries.

In another major training success, the Utility Workers Military Assistance Program (UMAP) was started by Chicago Local 18007 and its Business Manager Rick Passerelli. UMAP is an educational program featuring general education and basic courses on the safe construction and operation of the natural gas distribution systems. Peoples Gas has instituted a process where students, upon completion of the classroom program

enter into a paid internship at the company for one month of actual on-the-job experience. UMAP will be extended for another five years and will train another 250 veterans in this tremendous program.

Our goal is to replicate these training



successes with as many government agencies and employers as possible. We'll be focusing on how best to do that at the Convention.

## Repower America

Our tens of thousands of members working at 74 electric utilities across the country are well informed about the precarious state of our electric generation and distribution system. Natural and man-made disasters over the last several years have exposed the system's weaknesses to the general public.

This, combined with the desire to create, and the technology to support, a clean energy economy, have spurred state and federal governments to take action to modernize the energy infrastructure.

Our unique understanding of the industry, and the high stakes our members have in decisions affecting it, have propelled the UWUA to take every opportunity to weigh in with policy recommendations, particularly the Environmental Protection Agency's proposed Clean Power Plan (CPP).

I was the first person to testify at the very first public hearing on the CPP last July. I called for policies that support the modernization of our existing power generation and transmission infrastructure, including the use of responsible coal-fired generation, coupled with concrete, long-term support for workers and communities who may become stranded in the process.

We have made it clear to the Obama administration, and all the different agencies involved, that any regulatory policy that transfers the full cost of compliance onto stranded workers and communities is bad policy.

The UWUA has submitted comments to the Federal Energy Regulatory Commission and is playing an active role in shap-

ing what is going on at the state level. We are raising concerns about the impact of the proposed EPA regulations on electric reliability, the wholesale electricity markets and our nation's energy infrastructure.

We believe we can Repower America and reduce carbon emissions without compromising grid reliability or the economic security of impacted workers and their communities.

## Repair America

Seems like every day we learn about some new man-made or natural disaster that could be mitigated with investment in our human and physical infrastructure. The Society of Civil Engineers has given our electric, gas, and water infrastructure a D+ grade. Our communities deserve better than that.

Utility Workers have taken on the challenge to Repair America. Repairing our electrical grid and our aging gas and water lines will protect the public, improve the environment, and result in good paying, family supporting jobs. There is no other higher priority for the country right now.

And, we are making gains. In California, our pipeline safety legislation is now the law and we are working to make sure the jobs created to repair pipelines are good, union jobs. The water crisis there will also mean more jobs for utility workers.

In Michigan and Illinois, state-mandated gas pipeline replacement is also resulting in more UWUA members, safer communities, and a better economy.

Nationally, we are working with the AFL-CIO, representing 12.5 million members, and have partnered with the BlueGreen Alliance, with its 15 million members. We are all on the same page when it comes to the Repair America campaign.

We've also had multiple meetings on the need for infrastructure repair with the White House, and the Departments of Energy and Labor. When Vice President Joe Biden rolled out the Administration's first-ever Quadrennial Energy Review, he acknowledged the sacrifices of the people in coal country and said they could not be left behind in the transition to a cleaner energy economy. The four-year plan is designed to improve the nation's energy infrastructure.

While it's rewarding to know that we're finally hearing support for our position and seeing it in writing, we have to go beyond that and make sure the funding to Repair America follows.

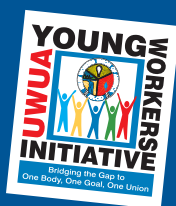
All this, and more, will be taken up at the 30th Constitutional Convention. There, we will come together, make plans for the next four years, and continue to fulfill our mandate to improve the lives of our members. We will make history.

# Moving Forward

We have said many times before, the UWUA of the 21st Century must be fundamentally different than the UWUA of the 20th Century. This is a changing world and we must reinvent our union with bold new strategies and initiatives. Therefore, we continually search for opportunities to engage more members, their families, and our retirees in the affairs of the union. At the upcoming Convention, we will be doing a number of new things.

## Young Workers

We created the Young Workers Initiative Committee (YWIC) to engage and activate our younger members. YWIC members have opportunities to participate in every level and every day of the convention. This is of primary import to the future of our union and the future of the labor movement in our country.



tive as members and officers, and engage women in some of the non-traditional jobs that are available.

## Utility Worker Hero

New at this year's convention is the 2015 Utility Worker Heroes Recognition. We know there are utility workers who have performed heroic acts during their workdays, and we would like to honor them. A 2015 Utility Worker National Hero will be chosen and invited to attend the convention as a guest of the UWUA.

## Retired Members

Workers may retire from their jobs, but they need never retire from the union! Each local union will be

encouraged to dedicate resources to develop active retiree chapters. The chapters become an extension of the local union and continue to be vital resources in our fight for justice.

## UWUA App

We are rolling out a new Utility Worker App for smartphone users at the Convention. This App will not replace the one-on-one talking, the face-to-face dialogue that is so important to our survival. It will provide us with an additional, effective communication platform to engage our members.



## Women's Caucus

This convention will include our first women's caucus. Our goal is to develop a road map to address issues that impact women in our industry, encourage women to become ac-

***Our slogan for the UWUA Constitutional Convention is, “Reclaim. Retrain. Repower and Repair.” How important are these goals to you and the members of the UWUA?***



**Brian Butler**

VP Energy Delivery  
Local 604

“The American utility infrastructure is falling into a state of disrepair. Thousands of miles of water, sewer, and gas pipelines are in desperate need of repair, with some being decades older than many of us on the job. Ailing electric power plants and transmission lines have had basic maintenance and routine upgrades put off for so long that now safety and reliability are major concerns. Now is the time to invest in the future, to Reclaim those skilled labor jobs for America, to Retrain our workers with the technical skills they will need for tomorrow, and to Repower and Repair the infrastructure of America.

It’s time for the next Great Generation in America.”



**Luke Esteppe**

President  
Local 500

“These four goals are very important to the UWUA and its members. There is a change needing to be made in America. The slogan makes clear what change is needed. Once we ‘reclaim’ our rights, we then focus to ‘retrain’ to get America back on the right track to help rebuild our infrastructure. After that we are on the path to ‘repower’ as a union, which would reflect on how we will ‘Rebuild America!’”



**James Homschek**

President  
Local 332

“These are goals that every American should approve of whether you are union or not. The working force is the backbone of America and the Unions are the glue holding everything together.”

# , Retrain, Repower, Repair America!” UUA, and why?



## James Ward

Senior Mechanic  
Local 555

“Reclaim, Retrain, Repower, Repair America’ are words for our brothers and sisters to embrace. In an age where shareholder value is most important to corporations, the union worker must maximize their stock value as well. We must utilize all of our talents. Perform safe and quality work at the best of our abilities. All of the time. Workers need to make investments to empower one another. Anticipate, Participate and Appreciate.

Anticipate work rule and condition changes. Make safety and quality job one. Anticipate political changes such as, ‘Right-to-Work’ legislation. Be an educated voter.

Participate in your local. Go to meetings and get involved. Participate in continuing training. Becoming a skilled worker doesn’t come naturally. Keep learning and help educate others where you can. Participate in elections and, get out and vote.

Appreciate what you have. You are an empowered union worker who has a voice. Appreciate that you have the support of your union.

These are only just a few attributes that we can bring to our daily work lives. However, I believe that if we can keep these words in mind, our shareholder value as union workers will increase and as one union we can Reclaim, Retrain, Repower, and Repair America.”



## UWUA First-Ever Women’s Caucus to Meet at Convention

In an historic first, a UWUA Women’s Caucus will convene to discuss workplace issues that are unique to women at this year’s 30th Constitutional Convention. Among the topics to be discussed are the initial recruitment and hiring practices that impede women’s ability to move upward in the industry. Union membership is one way that women in the workplace achieve wage parity with men, but more needs to be done to ensure career opportunities, instead of short or nonexistent job ladders, for UWUA female members.

In addition to addressing workplace issues, the caucus will provide a forum

**“As women, we will continue to break down barriers, defy stereotypes, empower others and let our voices be heard!”**

— Valerie King, Women’s Caucus Chair, Local 601 Executive Secretary

for men and women to work together to increase union participation and leadership roles for women throughout the union.

“How do we move forward? How do we accomplish this task? These questions will be the basis of discussion and recommendation in strategizing to propel women to leadership,” says Women’s Caucus Chair Valerie King, Local 601 executive secretary. “There’s

no stopping us now,” she adds. “As women, we will continue to break down barriers, defy stereotypes, empower others and let our voices be heard!”

All UWUA members (male and female) are welcome to join the caucus, whether delegate, alternate or guest.



Valerie King

## Keeping Drumbeat Up for Pipeline Safety

The first annual conference of the Mayor’s Council on Pipeline Safety featured UWUA Senior National Representative Bernie LaBelle and Regulatory Affairs Director Carl Wood. Held May 14-15 in Philadelphia, the conference brought together elected leaders and policymakers from all around the country to discuss how to prevent gas explosions and cut methane emissions.

### Mayors organize for safety

The Mayors from San Bruno, CA, and Allentown, PA participated, saying they were striving to prevent another natural gas explosion like the ones they have had. They have committed to work with all Federal, State, and Local agencies and officials as well as utilities. The conference was also attended by first responders from San Bruno and Allentown.



LaBelle and Wood participated on panels addressing the need to create national standards for investigating and classifying gas leaks, and shared best practices on leak detection and repair. The UWUA is in the forefront of a national effort to protect gas workers and communities from disasters, and the environment from methane leaks.

Entitled, “Lest History Repeat Itself – Pipeline Safety Initiatives,” the need

to replace the aging cast iron gas mains across the country was a premiere issue at the conference. Some gas lines were installed when Abe Lincoln was president and are still active today, 150 years later.

The National Transportation Safety Board (NTSB), the Pipeline and Hazardous Materials Safety Administration (PHMSA), and utility regulators from various states gave presentations on current programs underway, but also the need for more action and funds to improve public safety. Everyone agreed that more teeth are needed to mandate that utilities make it a priority to replace the aging pipelines versus shareholder dividends and capital investment.

The BlueGreen Alliance and the Sierra Club also participated in the conference.



# UWUA Locals Plan Bargaining Strategy at AEP

**U**WUA National and local union leaders gathered May 12 in Columbus, Ohio to make plans for negotiations with electric utility giant American Electric Power at multiple locations during 2015.

The UWUA represents over 1,000 utility workers in eight AEP bargaining units across Ohio and West Virginia, plus an additional 200 employees at Ohio Valley Electric Corporation's Kyger Creek power plant in Cheshire, Ohio. OVEC is a power generating company co-owned by various utility companies in the Ohio Valley, led by AEP with 43% ownership.

Most UWUA contracts at AEP expire over the summer and fall of this year. When negotiations opened for the first set of contracts set to expire, AEP proposed a concessionary contract demand that would explicitly grant management the right to change or even terminate employee retirement, healthcare, and other benefits at will.

UWUA National President Mike Langford and Local 111 President Dave

Thompson convened a meeting of the UWUA AEP Joint Council in Columbus in May to plan the Union's coordinated bargaining response to the company's unfair contract demands. Local unions from across the AEP system attended the meeting, including elected leaders from UWUA Locals 111, 116, 264, 296, 430, 478, 492, and 544.

## National working with locals

"UWUA members at AEP should know that the National Union is committed to working with local union leadership to turn back any attempt by management to impose unfair takeaways at the bargaining table," UWUA National President Mike Langford stated following the meeting.

In addition to the bargaining units represented at the Joint Council meeting, UWUA Locals 418 and 468 have



Local 116 members in Ohio are united behind their officers as negotiations for a new contract with AEP are set to begin. In a show of solidarity and strength, union members from multiple bargaining units are coordinating their bargaining with AEP.

represented workers at AEP's Tanners Creek power plant in Indiana and the Kammer plant in West Virginia for decades. In 2011, management announced plans to close the two coal-fired plants at the end of May 2015, along with five other power plants in Ohio, West Virginia, and Virginia. Many workers were able to transfer to other AEP facilities or to retire over the last several years, with about 250 workers permanently losing jobs with the seven plant closures.

## Local 600 Members Ratify New 4-Year Duke Agreement

**T**he 412 members of UWUA Local 600 overwhelmingly voted to ratify a new four-year agreement with Duke Energy in early May. Local 600 members work in southern Ohio and Kentucky, and are the only UWUA unit that represents Duke Energy employees.

In addition to annual wage increases over the life of the agreement, members won improvements in shift differentials, Sunday premiums, meal compensation, merit increases, short-term disability benefits, and bereavement benefits, which will now provide time off for the death of a step-brother, step-sister, and step-grandchild.

"With over 29,000 employees nationwide, Duke is the biggest utility compa-



Local 600 Negotiations Committee, left to right, President Jim Anderson, Vice President Lori Warren, Treasurer Shirley Cockrell, Lisa Webber, Secretary Steve Kowolonek, DL Wallace, and Randy Darby.

ny in the U.S.," says Local 600 President Jim Anderson. "Things worked out well for us, certainly better from the last time around. It's getting tougher to negotiate with anybody; however, we are always looking out for our members

as far as wages, benefits, and other working conditions."

In addition to these gains, the Local 600 Negotiating Committee was able to secure jobs and union representation for their nine members in clerical and technical positions, who work in the electrical generation operations that Duke recently sold to Dynegy. Preparations for negotiations for these Dynegy members are now underway.

Local 600 members work as Customer Service Representatives at Duke's Cincinnati call center, and as meter readers, clerical, technical, and facilities maintenance personnel.

# UWUA Challenges Corporate Greed at Aqua America

Corporate greed at Aqua America – one of the largest for-profit water utilities in the U.S. – has come under increasing scrutiny by the UWUA, especially concerning special retirement benefits bestowed on top executives even while management has slashed pension benefits for hourly workers.

The UWUA called out management's hypocrisy on the issue at Aqua's annual meeting on May 8 near Philadelphia. UWUA Senior National Representative Bernie LaBelle and Mark Brooks, special counsel to the UWUA National President, attended the meeting to urge shareholders to vote in favor of a shareholder reform proposal sponsored by the UWUA.

The UWUA proposal urged the company's Board of Directors to submit any future grant of extraordinary retirement benefits for top executives to a vote of the shareholders. The UWUA sharply criticized the directors from the floor of the meeting for opposing the Union's common sense proposal.

"What could be more fair than asking the shareholders – the company's owners – if we think that special, lucrative retirement packages for top executives, is a wise use of shareholder resources?" Brooks argued.

## UWUA reform proposal wins strong vote

The UWUA's proposal won 37% of shareholders' votes – a strong showing for any shareholder proposal submitted for the first year. The UWUA filed the proposal under a U.S. Securities and Exchange Commission rule allowing any shareholder owning at least \$2,000 in a company's shares to submit a proposal for a vote by shareholders in management's proxy statement.

In the weeks leading up to Aqua's annual meeting, the UWUA issued a series of

**Aqua Shareholders: Vote to Reform Executive Retirement Benefits**

Proxy Voting Information for Aqua America, Inc. (NYSE: WTR)  
Annual Shareholder Meeting Date: May 8, 2015

Utility Workers Union of America, AFL-CIO (UWUA) · April 7, 2015

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In our view, **shareholders should be permitted to vote to approve any future extraordinary executive retirement benefits**, especially considering lucrative retirement benefits previously granted to Aqua's top executives and the relatively high levels of executive pay at the Company.

**PROPOSAL #5 TO REFORM EXTRAORDINARY EXECUTIVE RETIREMENT BENEFITS**

Aqua maintains two supplemental retirement plans that provide extraordinary pension benefits for senior executives: a Supplemental Pension Benefit Plan ("SPBP") for top executives and other salaried employees, and a Supplemental Executive Retirement Plan ("SERP") that is available only

Union's shareholder action raises issue of executive compensation as company attacks members.

communications urging shareholders to vote in favor of the proposal. In a letter to major institutional investors, UWUA pointed out that Aqua maintains two different supplemental plans providing extraordinary retirement benefits for top executives that are not generally available to all employees.

One of those plans provides special retirement benefits only for Aqua CEO Nicholas DeBenedictis. The value of DeBenedictis' total retirement benefits as of the end of 2014 was more than \$7.5 million, including \$4.7 million from the two supplemental executive plans.

## Aqua hypocrisy under fire

Ironically, Aqua notified all hourly employees represented by UWUA last year that it was freezing workers' benefits under the company's defined benefit pension plan, substituting instead an inferior defined contribution 401K plan. Aqua also froze executives' benefits under the defined benefit plan but – in a stunning act of corporate arrogance – immediately restored those same benefits for top executives by adding them into one of the special supplemental plans.

"Aqua's misguided priorities are hard to understand," observed LaBelle. "The corporate directors have rewarded top

management with even more cushy pension deals, while these same executives are destroying any retirement security for hourly utility workers and their families."

Two weeks before the annual meeting, influential proxy voting advisory firm Institutional Shareholder Services issued a report recommending that Aqua shareholders vote in favor of the UWUA proposal. The ISS noted in its report that Aqua's supplemental executive retirement benefits "are not linked to company or executive performance and... increasingly stand out as a substantial non-performance-based pay element for executives who receive them."

The UWUA expects to build on the strong showing from Aqua's annual meeting this year by submitting its reform proposal for future shareholder meetings.

Meanwhile, labor relations at Aqua have also taken a turn for the worse in recent months, with the company escalating its use of contractors to perform bargaining unit work. In one case in Shamokin, PA., Aqua laid off UWUA members after shifting their work to outside contractors. The UWUA is challenging the arbitrary action before the National Labor Relations Board.

## Aqua Water Members Ratify New 4-year Contract

**N**egotiating together as a council, UWUA Locals 425, 427 and 428, ratified a new 4-year agreement with Aqua Water earlier this year.

The Aqua Water Council's number one priority in this round of bargaining was to protect pension benefits. In January, the company unilaterally instituted a new 401K plan that did not allow for contributions on overtime earnings. After demonstrating

**“The contract improvements, and the terrible things that were fought off, are all attributed to the Negotiating Committee and their resolve to get it done.”**

— Rich Cossell, UWUA Region III National Representative

the importance to their members of securing additional contributions for retirement, union negotiators succeeded in getting the company to agree to match contributions on total wages.



Other items gained include the ability to carry over vacation time into the next year, a license premium increase, an additional paid absence day, beneficial changes on unscheduled overtime, increased reimbursement on boot allowance, and improvement to Long Term Disability language to provide job protections.

This was also accompanied by beating back concessions on seniority language that would have allowed the company to bypass seniority in assigning jobs, and cuts to meal allowances.

The committee members were: Cliff Deem, president, Local 425; George Jeges, VP, Local 425; Keith Reno, president, Local 427; Sean Smith, VP, Local 427; Lon Butt, president, Local 428; and Jacques Berie, VP, Local 428.

## UWUA Wins Labor's First Election Victory Under New NLRB Rules



UWUA's newest members, Local 118 Youngstown Collectors, left to right: Jim Seivert, Randy Floyd, Arthur Sims, and Charles Shall.

**I**n an historic win for the UWUA, and labor, Local 118 gained five new members May 18, after filing an election petition with the National Labor Relations Board (NLRB), and winning the election to represent workers at Ohio Edison/FirstEnergy.

“I am proud to say Local 118 made history when it became the first union to win an election under new NLRB ‘quickie election rules’ that went into effect April 14,” said UWUA National Organizer Larry Kelley. “We will continue to organize. We are always looking for new members to join their sisters and brothers in the UWUA.”

The new members are: Randy Floyd, Jim Seivert, Charles Shall, Patrick Rowe and Arthur Sims. They are the reconnect/disconnect and collectors of the past due bills from customers and work out of Youngstown and Salem, Ohio. No bid rights, no advancement opportunity, and no voice at work were the issues that brought these workers to seek union representation.

The hard work of organizing this unit into the union was performed by Local 118 officers Eric Rininger and Diane Walkama, with support from Kelley.

The new NLRB rules simplify and streamline the election process, which has so often been subverted by employers who are against workers joining together and representing themselves in a union. The changes include E-Filed documents by all parties, making the time for the election proceedings much quicker.



UWUA National Organizing Director Bob Houser, left, and National Organizer Larry Kelley at the AFL-CIO's recent organizers conference.

# Ensuring the Transition to Clean Energy Works for Labor

It is no secret that the energy industry is undergoing a significant transition with respect to how electricity is generated and how the consumption of electricity is managed. Utilities are spending billions of dollars in capital investment in natural gas powered generating facilities and billions more in developing wind and solar generation. Meanwhile, energy consumption is flattening, due to demand side technologies like smart grid applications and energy efficiency standards.

**“UWUA is working diligently to influence national policy to protect workers and their communities, and to advocate for effective transitional policies for those who may be affected by plant closings and ‘job churn.’”**

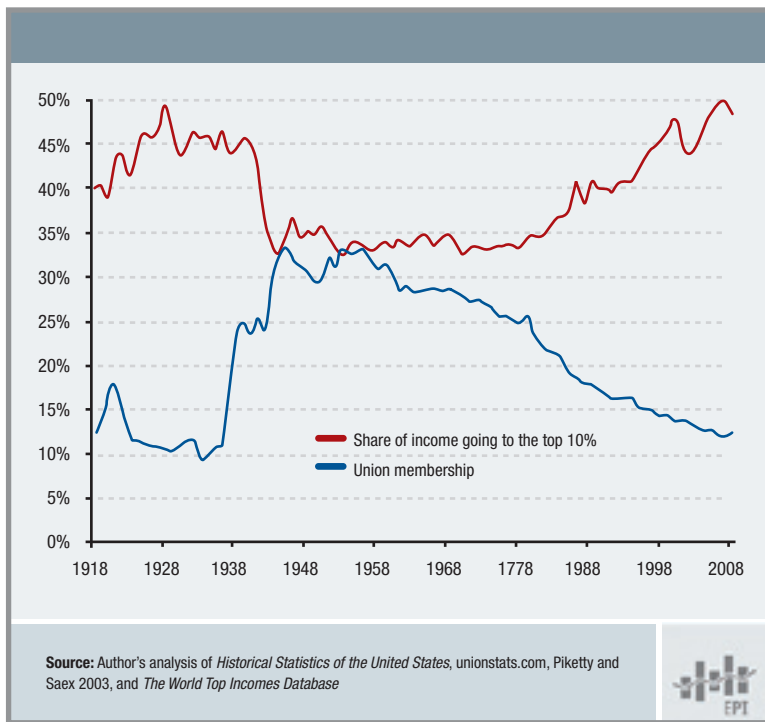
the “job churn” effect is likely to be experienced, both across sectors and within the same industry; that is new jobs will be created, some occupations may be replaced, and others will disappear without any replacement, while still different ones will change in terms of job content, required skills and work methods. Where new job growth takes place does not necessarily mean that growth will take place where jobs disappear.

This is why the UWUA is working diligently to influence national policy to protect workers and their communities, and to advocate for effective transitional policies for those who may be affected by plant closings and “job churn.”

## New challenges and opportunities

As the industry continues to change, so do the type and quality of jobs necessary to support the industry. The fact that the UWUA’s sector of the energy industry is heavily regulated is beneficial with regard to good labor agreements and highly skilled, highly paid jobs. As a result, and because of the maturity of the industry, union density in the electric and natural gas sector of the nation’s economy is around 22%. That has helped the union ensure good paying jobs.

As utilities evolve, it is not a foregone conclusion that there will be job growth in a heavily unionized environment. Utilities are spinning off non-regulated subsidiaries in areas of new technology and/or setting up new organizational structures outside of the traditional labor-management collective bargaining relationship. This means that new



opportunities and new challenges await the UWUA to ensure the union continues to grow and provide good paying family and community supporting jobs.

While the impact of so-called green jobs is controversial, experts agree that environmental legislation and/or policies and changes in technology are going to deeply affect national economies when it comes to power generation. The result of these changes means that

## Make “green jobs” good jobs

So far, the renewable energy sector is a mix of multi-national corporations and smaller independent companies, where union density is similar to the national workforce average (6% in the private industry sector), and far below the mature energy sector.

The importance of ensuring that new job growth, including “green jobs” are

# No Layoffs for Local 270 Members as OH Fossil Plants Close

## Union Contract Protects Jobs As Members Adapt to Changing Energy Needs

With the decline of coal-fired power posing a real threat, UWUA members in fossil plants are rightfully concerned about their future. Fortunately, as Ohio Local 270's experience shows, when plants close, all is not necessarily lost. There is work beyond coal.

### MOA guarantees security

"Ever since FirstEnergy announced in January 2012 that the Ashtabula, Eastlake, and Lakeshore fossil plants would close, there's been a great deal of stress on the members that work there," explains Frank Meznarich, president of Local 270. "We were able to sit down with the company and negotiate a memorandum of agreement whereby the company would provide a guaranteed job opportunity for each and every member in fossil who wanted to stay. For those who wanted to go, we negotiated a favorable voluntary separation program."

Countless meetings and negotiations with the company resulted in five new job classifications and the upgrading of

two existing ones to keep people working.

"Upper management realized that our members had skills that could be used at the Perry Nuclear plant and in Energy Delivery and agreed to cross train them, if needed, to qualify for new positions," Meznarich said.

### Skilled workers wanted

Dave Zrubek put in 14 years at the Ashtabula plant and another 17 at the previously shuttered Avon Lake facility. He's now working as a maintenance mechanic at the Perry Nuclear plant.

"To get us through this whole ordeal we've learned to adapt, kept an open mind, followed our contract, and stayed steadfast in negotiations with the company," he explains. "I'm not saying it's all roses, it never is. It's worked out. We are all making a decent wage. Our benefits are great. When



Eastlake Power Plant

you have 20 years in, you don't want to throw that away."

Zrubek's message to his union brothers and sisters in other coal plants: "We've got skills and there are jobs out there. There are bumps in the road, maybe cuts in pay, but the work is there."

As a union officer, Meznarich adds, "For us, there's a great deal of satisfaction knowing we were able to keep everybody working. That's the first goal, keep everybody working."

good jobs, was the message carried forward by the UWUA at the 2015 BlueGreen Alliance Good Jobs, Green Jobs Conference, held on April 12 in Washington, D. C. The annual conference, attended by labor, environmentalists, business and policy makers, is an ideal platform to influence thinking on job growth and job transitions. Good jobs do not happen on their own, and many companies that have blue-collar jobs with a green purpose are not necessarily enlightened in good labor practices.

As the U.S. transitions its energy economy, it is critically important that good labor policy intersects with good energy

policy. That means those who advocate for "cleaner" forms of energy must also advocate for high road jobs at the same time. What are high road jobs?

- Jobs that enable people to earn a family/community sustaining income in a safe and healthy work environment,
- In a climate that respects workers' rights and collective bargaining, and jobs that are highly productive and provide added value in terms of innovation, quality, efficiency and productivity.
- UNION JOBS!

Attendees at the Good Jobs Green Jobs Conference were told it is not just about creating "green jobs" as an answer to climate change. Economic and environmental crises are two sides of the same coin and must be addressed simultaneously. Political and social solutions to address climate change can and must address unemployment, poverty, malnutrition and social inequalities. It is becoming clearer and clearer in the national discussion on income inequality that raising wages is key to fighting poverty and closing the ever-widening income gap for the shrinking middle-class.

Continued on page 22

## Utility Workers Union of America, AFL-CIO

### Statements Of Financial Position

Year Ended December 31, 2014

	Unrestricted			Temporarily Restricted		Political - Legislative Education Fund	Total
	General Fund	Defense and Organizing Fund	Post-retirement Benefits Fund	COPE Fund			
<b>CURRENT ASSETS</b>							
Cash and cash equivalents	\$ 554,673	\$ 209,926	\$ -	\$ 40,065	\$ 5,100	\$ -	\$ 809,764
Accrued interest receivable	\$ 1,058	\$ 2,105	\$ -	\$ -	\$ -	\$ -	\$ 3,163
Per capita receivable	\$ 1,209,706	\$ 136,490	\$ -	\$ -	\$ -	\$ -	\$ 1,346,196
Accounts receivable	\$ 58,349	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 58,349
Due from (to) other funds	\$ (1,096,481)	\$ 1,101,481	\$ -	\$ (5,000)	\$ -	\$ -	\$ -
Note receivable - current	\$ 605,266	\$ 68,292	\$ -	\$ -	\$ -	\$ -	\$ 673,558
Receivable from locals for bond premiums	\$ 48,745	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 48,745
Prepaid expenses	\$ 79,917	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 79,917
<b>Total current assets</b>	\$ 1,461,233	\$ 1,518,294	\$ -	\$ 35,065	\$ 5,100	\$ -	\$ 3,019,692
Note receivable - long-term	\$ 252,194	\$ 28,455	\$ -	\$ -	\$ -	\$ -	\$ 280,649
Investments	\$ 4,718,286	\$ 2,849,079	\$ -	\$ -	\$ -	\$ -	\$ 7,567,365
Furniture and Equipment	\$ 43,266	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43,266
<b>Total assets</b>	\$ 6,474,979	\$ 4,395,828	\$ -	\$ 35,065	\$ 5,100	\$ -	\$ 10,910,972

### LIABILITIES AND NET ASSETS

#### CURRENT LIABILITIES

Accounts payable and accrued expenses	\$ 380,575	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 380,575
Amounts due for unsettled investments purchases	\$ 202,478	\$ 159	\$ -	\$ -	\$ -	\$ -	\$ 202,637
Funds held on behalf of others	\$ 3,205	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,205
<b>Total current liabilities</b>	\$ 586,258	\$ 159	\$ -	\$ -	\$ -	\$ -	\$ 586,417

#### LONG-TERM LIABILITIES

Accrued postretirement benefits cost	\$ -	\$ -	\$ 1,123,458	\$ -	\$ -	\$ -	\$ 1,123,458
Deferred compensation liability	\$ 548,878	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 548,878
<b>Total long-term liabilities</b>	\$ 548,878	\$ -	\$ 1,123,458	\$ -	\$ -	\$ -	\$ 1,672,336

<b>Total Liabilities</b>	\$ 1,135,136	\$ 159	\$ 1,123,458	\$ -	\$ -	\$ -	\$ 2,258,753
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#### NET ASSETS

Unrestricted	\$ 5,339,843	\$ 4,395,669	\$ (1,123,458)	\$ -	\$ 5,100	\$ -	\$ 8,617,154
Temporarily restricted	\$ -	\$ -	\$ -	\$ 35,065	\$ -	\$ -	\$ 35,065
<b>Total net assets</b>	\$ 5,339,843	\$ 4,395,669	\$ (1,123,458)	\$ 35,065	\$ 5,100	\$ -	\$ 8,652,219

<b>Total liabilities and net assets</b>	\$ 6,474,979	\$ 4,395,828	\$ -	\$ 35,065	\$ 5,100	\$ -	\$ 10,910,972
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### Statement Of Activities

Year Ended December 31, 2014

	Unrestricted			Temporarily Restricted		Political - Legislative Education Fund	Total
	General Fund	Defense and Organizing Fund	Post-retirement Benefits Fund	COPE Fund			
<b>REVENUE</b>							
Per capita dues	\$ 9,713,149	\$ 1,086,911	\$ -	\$ -	\$ -	\$ -	\$ 10,800,060
Initiation and charter fees	\$ 43,092	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 43,092
Interest and dividends	\$ 117,162	\$ 68,159	\$ -	\$ -	\$ -	\$ -	\$ 185,321
Allocation of interest and dividends	\$ 68,159	\$ (68,159)	\$ -	\$ -	\$ -	\$ -	\$ -
Net appreciation in fair value of investments	\$ 92,564	\$ 41,701	\$ -	\$ -	\$ -	\$ -	\$ 134,265
Contributions	\$ -	\$ -	\$ -	\$ 170,770	\$ 5,000	\$ -	\$ 175,770
Royalties	\$ 117,815	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 117,815
Grant revenue	\$ 358,006	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 358,006
Other	\$ 351,912	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 351,912
Net assets released from purpose restriction	\$ 270,136	\$ -	\$ -	\$ (270,136)	\$ -	\$ -	\$ -
<b>Total Revenue</b>	\$ 11,131,995	\$ 1,128,612	\$ -	\$ (99,366)	\$ 5,000	\$ -	\$ 12,166,241
<b>EXPENSES</b>	\$ 9,693,595	\$ 622,988	\$ 41,378	\$ -	\$ -	\$ -	\$ 10,357,961
<b>Change in Net Assets</b>	\$ 1,438,400	\$ 505,624	\$ (41,378)	\$ (99,366)	\$ 5,000	\$ -	\$ 1,808,280
Net assets beginning of year	\$ 3,901,443	\$ 3,890,045	\$ (1,082,080)	\$ 134,431	\$ 100	\$ -	\$ 6,843,939
<b>Net assets end of year</b>	\$ 5,339,843	\$ 4,395,669	\$ (1,123,458)	\$ 35,065	\$ 5,100	\$ -	\$ 8,652,219



Mike Coleman  
Secretary-Treasurer

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

Year Ended  
December 31, 2014

Salaries	\$ 3,642,314
Lost time payments	\$ 30,326
Payroll taxes	\$ 241,865
Pension	\$ 818,997
Other fringe benefits	\$ 645,515
Post-retirement benefits	\$ 311,789
Lockout benefits	\$ 70,350
Expenses	\$ 270,866
Transportation	\$ 420,612
Executive Board expenses & allowances	\$ 395,247
Office rent	\$ 258,115
Supplies and materials	\$ 126,357
Postage and delivery	\$ 22,606
Telephone	\$ 76,379
Insurance	\$ 188,702
<i>The Utility Worker</i>	\$ 201,141
Professional services	\$ 901,996
Dues and subscriptions	\$ 45,497
Scholarships	\$ 11,680
Contributions	\$ 36,975
COPE Fund contributions	\$ 270,136
Affiliation fees	\$ 502,278
Conferences and meetings	\$ 414,605
Grant expenses	\$ 348,106
Organizing campaigns	\$ 18,650
Political education	\$ 9,205
Depreciation and amortization	\$ 12,416
Per capita reimbursed upon request	\$ 547
Other	\$ 64,689
<b>Total</b>	\$ 10,357,961

# Power for America Training Trust Expands!



Steve VanSlooten  
Executive Vice President

Utility workers training utility workers is the core strength of the UWUA's Power for America Training Trust. Bringing the most experienced members to pass on their knowledge to new employees and incumbent workers is resulting in the safest, most qualified, productive employees — and good union members — doing the work for the public. Participating employers now recognize our training method as a successful model.

## Welding facility next up

In less than one year, Power for America has already outgrown its training facility in Pottersville, MI. Expansion plans include the addition of a 5,000 sq. foot building for a full welding facility to train welding for gas pipe lines and the electrical generation industry, and more classroom space.

We see more opportunities and are in the process of negotiating training curriculums for more disciplines. The companies we're doing the training for, Consumers Energy in this case, are really thrilled with the quality of training. This is also true for our Utility Workers Military Assistance Program (UMAP) with Peoples Gas in Chicago.

What's in it for the company to have utility workers training utility workers through the P4A? Instead of hiring trainers who might have learned through bookwork in school, we have people who have done the hands-on work for years doing the training. In addition to the knowledge that is being passed on from senior utility worker to other utility workers, the cost benefit for doing training through the P4A includes the company not having to staff up for periodic training. We have people on staff all the time who are doing a variety of different trainings so we can utilize their skills in different training modes. This is a much more cost effective way to deliver training for our participating employers.

## Making members proud

Expansion into welding is being made possible because we have proved our model works best for white goods repair (a very profitable sector of the gas industry) and gas pipeline replacement. As a result, when Consumers Energy hired an additional 300 people to do gas line replacement to improve the infrastructure — getting the old steel pipe out of the ground and putting in plastic pipe — P4A was hired to do the training.

We're also finding that it's very beneficial for the union to do the training as far as developing good union members, especially in

a right-to-work state like Michigan. It gives the members a good introduction to the union and something to think about: "Not only does my union negotiate benefits and wages and working conditions, they also care about me enough to make sure I'm trained right."

This gives the union more meaning to the members and we're confident it makes the members more proud to be part of this union. They know that because we have seasoned utility veterans who actually do the work day in day out for years passing on all of their knowledge of how to do things the right way, they're going to work safer, have a safer work place, and everyone will benefit.

**"Our training program also helps create a stronger economy because we're training a highly skilled workforce for family sustaining jobs."**

## Repairing America

The model we have here in Michigan can be replicated anywhere in the country. P4A is now equipped to train for pipeline replacement, meter reading, gas service, and any type of white goods repair. It doesn't matter where it's at, we can do it.

Our training program also helps create a stronger economy because we're training a highly skilled workforce for family sustaining jobs. The more good paying jobs that are out there, the more money gets earned. The more money gets earned, the more things get bought, which just makes more industries grow.

Replacing the aging pipes that are in the ground will also make for a safer country. We have 120-130 year old pipes in the ground that we're hoping will hold until we can get them replaced. It's something that we really have to concentrate on. Not just as a union, or a company, but as a country.

## Our model works

With our training model, companies, regulators and the public know they will get the safest, highest skilled, most productive workers in the world to do the work. Whether it's downed wires, malfunctioning substations, underground cable problems, gas line leaks, or water main breaks, our members will have the necessary training, and the skills, to fix things in a safe and timely fashion. UWUA members will make sure their repairs are permanent and not have to be redone, which is often not the case for many of the contractors utilities use. This cuts down on outages and the time customers are out of service. Employers are learning our model is smart, economical and the wise way to go.

# Those Who Have Harmed Us Now Want To Help Us?



John Duffy  
National Vice President

The attacks on workers' rights in the United States were brought to unimaginable levels as a result of the 2010 mid-term elections, which gave complete control to Republican anti-union legislators and governors in a number of states including Wisconsin, Ohio, Michigan and Pennsylvania. Resembling a state of emergency, the legislative priority for these, and other Republican controlled states, was to water down existing labor laws and impose unfair, burdensome measures such as yearly recertification, outlawing dues check off, and so called right-to-work laws for both public and private sector unions.

## GOP priority: attack labor

This explosive attack on unions and the working class is well known to all of us in the labor movement, but bears repeating with the issue of income inequality getting more and more traction. There is no debating the fact that the unprecedented rolling back of legislative gains made by organized labor on behalf of America's working class is the new priority of the Republican Party. While both Republicans and Democrats accept political contributions from corporate America, it is the Republican Party that is gladly doing the bidding of these corporate bosses. Introducing and passing viciously anti-worker legislation is now the trademark of the Republican Party.

But these recent attacks on labor is not what caused the huge economic chasm between the top 1% and the rest of the population.

## Union members earn more

The corporate anti-union agenda has taken its toll on the American working class with the percentage of unionized workers peaking in 1953 at 35.7%. The percentage in 2014 was at 11.1%. This drop in union membership has affected all workers. Back when more than one in three workers were receiving fair wage increases due to collective bargaining, non-union employers were forced to raise wages as well, although not to the level achieved by unions. With union density down significantly, both union and non-union workers' wages have not risen as they did in the past. The only constant that remains is the fact that unionized workers are still better paid

than their non-union counterparts. And, whatever gains have been made have gone to the upper income brackets.

The long and deep recession, caused by Wall Street fraud, combined with a workforce in which almost 90% are non-union, has gotten corporate America addicted to low or no wage increases for much of the working class. But now, many Wall Street allies and foes of labor are shedding crocodile tears for the overworked and underpaid.

## Crocodile tears

Mitt Romney, just months ago, while he was considering another run for president was quoted as saying, "Under

President Obama, the rich have gotten richer, income inequality has gotten worse and there are more people in poverty than ever before." This is the same billionaire who in his last run for president derided 47% of Americans by accusing them of acting like victims, being dependent on government, and not willing to take control of their own lives.

Republican presidential candidate Senator Ted Cruz speaks about the "top 1%" who are "getting fat and happy." Another presidential hopeful, former Arkansas

Governor Mike Huckabee recently wrote an op-ed with the theme: "Fight for families, not the elites."

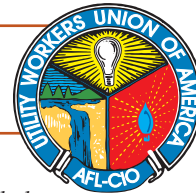
Ohio Governor John Kasich, a possible Republican candidate for president, was quoted in 2013 as saying, "When you die and get to the meeting with Saint Peter, he's probably not going to ask you much about what you did about keeping government small. But he is going to ask you what you did for the poor. You better have a good answer." But Kasich had no problem crusading for small government with his failed attempt to gut public sector labor law just two years earlier.

Income inequality has now become an undeniable economic reality. So much so, that those who have harmed us now want us to believe they want to help us. Simply put, their attempts to convince us of their concern are nothing less than an insult!

**"Income inequality has now become an undeniable economic reality. So much so, that those who have harmed us now want us to believe they want to help us."**



# 2017 UWUA Scholarship Program



The UWUA Scholarship Program was established by Utility Workers Union of America, AFL-CIO, for sons and daughters of active UWUA members. Since its inception in 1961, the program has provided 111 scholarships. The annual competition is conducted through the National Merit Scholarship Program by National Merit Scholarship Corporation (NMSC), an independent, not-for-profit organization. NMSC's purposes are (1) to identify and honor exceptionally able high school students and (2) to provide a system of services for corporations, foundations, and other organizations that wish to sponsor college undergraduate scholarships for outstanding students who interest them. All aspects of the selection of winners and the administration of their awards are handled by NMSC.

## Who Is Eligible?

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

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

## How Does A Student Enter The 2017 UWUA Scholarship Program?

To enter the competition for UWUA Scholarships to be awarded in the spring of 2017, children of members who will complete high school and enroll full time in college in 2017 must take the PSAT/NMSQT in the fall of 2015, on the date their school chooses for the administration — either Wednesday, October 14 or Wednesday, October 28, 2015. **(At the beginning of the 2015–2016 school year, the student should obtain a copy of the 2015 PSAT/NMSQT Official Student Guide from the high school counselor and make arrangements with the school to take the PSAT/NMSQT in October.)**

The student also must file an entry form directly with UWUA by December 31, 2015 (see form on next page). The entry form for the 2017 competition must be completed and mailed to: *Utility Workers Union of America Scholarship Program, Utility Workers Union of America, AFL-CIO, 815 16th Street, NW, Washington, DC 20006.*

## How Are Winners Selected?

All UWUA Scholarship winners in 2017 will be chosen from a group of candidates who (1) score high on the 2015 PSAT/NMSQT and (2) are notified by NMSC in the fall of 2016 that they may receive further consideration for a scholarship by meeting several academic and other requirements set by NMSC. Scores from the 2015 PSAT/NMSQT will be used by NMSC as an initial screen of applicants in the 2017 UWUA Scholarship Program. Entrants who advance in the competition will be contacted by NMSC on or before December 31, 2016. (Only those entrants who advance in the competition will be notified and receive materials from NMSC.) These students and their high school principals will complete applications that include biographical and academic information that must be filed with NMSC. Scholarship winners will be chosen on a competitive basis and without regard to family financial circumstances, gender, race, ethnic origin, or religious preference. An NMSC committee

of professionals trained in selection will choose the winners by evaluating several factors about each eligible candidate; these include academic record throughout high school, significant activities and contributions to the school and community, test scores, the school's recommendation of the candidate, and the student's essay about personal characteristics, activities, plans, and goals. In most cases, winners will be notified by NMSC in March of 2017. All winners are notified directly, prior to any public announcement that may be made about recipients.

## What Is The Amount Of The Award?

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

## Are There Requirements That Scholarship Winners Must Meet?

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

## Who Handles Scholarship Procedures?

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

**NOTE:** A student who does not take the 2015 PSAT/NMSQT because of illness, an emergency or other extenuating circumstances (but meets all other participation requirements), may still be able to enter the 2017 competition. To request information about possible arrangements for alternate testing after the October 2015 PSAT/NMSQT administration, the student must write directly to NMSC as soon as possible but no later than March 1, 2016. The student should not delay; the earlier the student writes, the more options there are for scheduling test dates. The letter must be postmarked on or before March 1, 2016, for the request to be considered. Write to National Merit Scholarship Corporation, Attn: Scholarship Administration, 1560 Sherman Avenue, Suite 200, Evanston, Illinois 60201-4897; telephone 847/866-5100.

# 2017 UTILITY WORKERS UNION OF AMERICA Scholarship Program Entry Form

THE 2017 UWUA SCHOLARSHIP PROGRAM for sons and daughters of active members of the Utility Workers Union of America, AFL-CIO.

This entry form is to be completed  
and returned before  
**December 31, 2015 to:**

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

Please enter my name in the 2017 UWUA Scholarship Program. The program is open to active members' children who will complete high school and enroll full time in regionally accredited U.S. colleges in 2017 and who meet all other participation requirements specified by National Merit Scholarship Corporation (NMSC).

I will complete high school in 2017 and enroll full time in college in 2017:  YES  NO

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

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

YES, I will take (took) the 2015 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 14 or 28, 2015. I understand that 2015 PSAT/NMSQT scores will be used by NMSC as an initial screen of applicants in the 2017 UWUA Scholarship Program. Scores from prior PSAT/NMSQT administrations (2014 or earlier) cannot be used for participation in the 2017 program.

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

**Home Address:** Number and Street \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

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

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

**High School You Currently Attend:** Exact Name \_\_\_\_\_  
City \_\_\_\_\_ State \_\_\_\_\_ Zip Code \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

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

# Still Much Work to Do



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

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

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

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

## Inclusion is a priority

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

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

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

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

*“To provide advocacy, training and support to UWUA local unions and members in the areas of human rights/civil rights, and matters of discrimination in the workplace. This includes hiring practices and complaints of members against their locals.”*

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

We now offer locals customized skills building workshops for union leaders and shop stewards in such areas as cultural

competence, diversity, threat assessments and rapid response, and leadership and team building.

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

Our goal for 2015 is to increase the training and development of our new committee members and UWUA leadership, to give them the skills they need to succeed in fulfilling our mission

statement and building this great union to lead us all, together, into the future:

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

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

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

## Committed to making progress

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

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

In Solidarity,

Craig Massey, *Chair*

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

# Activating Young Workers for a Better Future



Reggie Davis  
Chair, Young Workers Initiative Committee

Earlier this year, the newly seated Young Workers Initiative Committee (YWIC) held its first face-to-face meeting in Atlanta, GA. UWUA President Langford and Vice President VanSlooten participated in the meetings. Langford introduced the committee to AFL-CIO President Richard Trumka, Vice President Tefere Gebre, and Secretary-Treasurer Liz Shuler. For many on the committee, this was truly a mentoring moment as they had never met the AFL-CIO officers. The meeting was productive, energetic and educational. The Atlanta meeting set the groundwork for the 2015 YWIC work.

Among the activities committee members are focused on are:

**Member-to-Member:** As a way to make the committee an effective resource for utility workers, the YWIC is participating in the UWUA Member-to-Member campaign. As young workers make the YWIC a voice for them, they will become more engaged in union activities.

**Young Worker Groups:** YWIC members are charged with starting a local young worker group with the permission and oversight of local leadership.

**Mentoring:** Each committee member is committed to mentoring at least two young workers in their work location who are not normally engaged in union activities.

**Leadership:** YWIC members are embracing new leadership roles and responsibilities, as evidenced by Matt Koch's acceptance of his nomination as the Education and Leadership Development Committee Chair. The mentoring commitments and local young worker start up groups, along with the Mem-

ber-to-Member campaign will give everyone on the YWIC the opportunity to develop leadership skills.

**Organizing Training:** Understanding the importance of organizing to the life of the union, National Organizing Director Robert Houser is working with committee members to give them the skills they will need to become effective organizers.

**Community Partnerships:** A major goal of the YWIC is to improve the perception of unions by the general public. One of the best ways to do this is by creating positive community partnerships. YWIC members have raised funds and participated in food drives. Others volunteer at hospitals and senior citizen homes. The overall goal is to make the community our ally in the fight for social and economic justice.

**AFL-CIO Next Up Youth Summit:** The AFL-CIO held a youth summit in Chicago, IL, March 19-22. The UWUA was well represented at the Next Up summit, which consisted of over 80 educational and informative workshops. On the second day, 1,500 summit attendees took to the streets in various pro-worker protests,

especially around the "Fight for Fifteen" at McDonald's and a local food store giant.

**UWUA 2015 National Convention:** The YWIC will be active at the upcoming National Convention, giving daily presentations of their work.

In unity,  
Reggie Davis, *Chair*

**"A major goal of the YWIC is to improve the perception of unions by the general public. One of the best ways to do this is by creating positive community partnerships."**



Young Workers Initiative Committee members take action: clockwise from top left, joining Fast Food Forward's Fight for \$15, rallying against the threat of right-to-work-for-less legislation in West Virginia, meeting union leaders and planning for the future.



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

**Local 1-2**

Antonio Alaimo  
Darrell Bankhead  
Roberta Bell  
John Boden  
Charles Bordes  
Joseph Collins  
Harry Cruz  
Edwin Cunningham  
William Delapi  
James Giannandrea  
Roy Halvorsen  
Gregory Karcich  
Benjamin Montes  
Elaine Morton  
John Pancotto  
Jacquelyn F. Petway  
Patrick Pinder  
Timothy Rollins  
Manuel Sanchez  
Joseph Sarrantonio  
Kenneth Vonwerne  
Thomas Zummo

**Local 101**

Melissa R. Hatler

**Local 102-I**

David L. Lewis

**Local 102-Q**

Sidney Sichert

**Local 105**

Ronald Brockway  
Joseph Garcia Jr.  
Richard Vansteenkiste

**Local 106**

Brian Hammond  
David Lewis

**Local 119**

Fred Gauthier

**Local 123**

Victor D. DeRose

**Local 127**

Cindy Bean  
Jim Conner  
Dale Ditullio  
Steve Glenn  
John Krzywicki  
George Lenz  
Bruce Snowberger  
Gary Watson  
R. Daniel Wilbur  
Ken Williams

**Local 132**

Diane R. Alvarado  
Lonnie Bragdon  
Ramiro Carrasco  
Louis Caudillo  
Douglas H. Daniel  
Larry Flores  
Juan Frank-Moreno  
Toni J. Gonzales  
Michael Grant  
Richard Gutierrez  
Hugh Hudson  
Donald Kick  
Michael Maxwell  
Hector Ordenez  
William Rowsome  
Anthony Valdez  
Tamara Weiss

**Local 144**

David A. Clements  
Timothy J. Horner  
Jonathan S. Vantol

**Local 164**

Alan Bianchi

**Local 175**

Stephen R. Burgess  
Kelly J. Cooper  
Frank L. Demint  
Charles A. Dodds  
Charles L. Fields  
Darrell M. Gray  
Roy E. Hare  
Barton C. Kenyon  
Franklin C. Lofton  
Michael K. Nieberding  
Frederick Silvers  
Gene E. Templin  
Charles Waldsmith  
Jesse Roland Williams  
William C. Wisecup

**Local 180**

Edmund Schale

**Local 223**

Gerard R. Adamson  
David K. Banks  
Lance R. BeDour  
Dannie C. Blankenship  
Haidar Elamine  
Margaret Germany  
Pauline Hamiel  
Patrick P. Ireland  
Alfred Johnson  
Cassandra L. Jones  
Don Joslin  
Kenneth R. Kompoltowicz  
Louis G. Laduke  
Patrick D. Malone  
Charles Moskwa  
William R. Southorn  
David St. Arnaud  
Victoria St. Arnaud

**Local 223 (cont'd)**

Donald Szuch  
John C. Thomason  
David W. Tice  
Virginia Wolfe

**Local 242**

David Twigg

**Local 254**

Rufus Jones  
Steven R. Klemmer  
Raymond Maison

**Local 258**

Sylvester Duran  
Jeffrey R. Zenz

**Local 270**

John Dziak  
Daniel N. Fish  
Kevin Flannery  
Rex Gary  
Patrick J. Maher  
James K. Petro  
David M. Ross  
Gordon Stevens

**Local 335**

Ronald Banks  
George Persons

**Local 347**

Mark A. Denham  
Debra L. Fouch  
Michael Padisak  
John B. Posthumus

**Local 355**

Frederick Wieners

**Local 365**

Michael Pecora

**Local 369**

George E. Butler  
Chui “Vicky” Cho  
James Connolly  
Dorothy Costello  
Margaret Elliott  
Denise Giacchetti  
John Gillespie  
Donald G. Holmes  
James Johnson  
Gerald F. Kelley  
Jean LaBossiere  
Michelet Leonard  
Margaret M. McDonough  
Mark Monigle  
Kathleen M. O’Brien  
Thomas S. Puddister  
Louis Rosa  
Robert Staples  
Mary Ellen Thompson-Laliberte  
Michael Trask  
Louis Trial  
Jack Wright

**Local 375**

Jaime Alonso  
Laraine Busch  
Susan Lozito  
Greg Owen

**Local 388**

Mark A. Bridgewater  
Leslie W. Denton  
Norm Palmquist

**Local 393**

John Cascio  
Richetta Dees  
William Dieck

Continued on page 22

**Local 270 Election of Officers**

Nominations for General Officers; Divisional Officers; Executive Board Members; Board of Trustees; and Chief Job Stewards will be opened at all Divisional Meetings in August and closed at the conclusion of the September Divisional Meetings.

Ballots will be mailed out in October, with the votes being counted in November.

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

## Local 406

Robert Gupko

## Local 433

Wayne Bailey  
Blaise Bianco  
Aaron Davis  
Debbie Miller  
Robert Nix  
Donna Petrosky  
Pat White  
Mike Zivic

## Local 478

James W. Snyder Jr.

## Local 506

Deborah Cribbs

## Local 522

Anthony V. Eason  
Robert K. Stewart

## Local 534

Louis Delia  
Cosmo DeVincenzo  
James Gryczko  
James McCarthy  
Dominick Soriano

## Local 590

George D. Bradley  
Steven D. Hudson

## Local 686

Luis Acevedo  
Shawn Adams  
Michael Ambrose

## Local 686 (cont'd)

Charlotte Amendolia  
Richard Barron  
Honor Barth  
Richard Bennis  
Ronald Bergman  
Osvaldo Betancourt  
Keith Bey  
Vincent Bonadonna  
John Bozzetto  
Leroy Bright  
Timothy Broden  
William Brown  
David Burns  
Daniel Butcher  
William Byrne  
Ramon Camacho  
Dominic Campagna  
John Carto  
Rowland Catrambone  
Topez Clark  
Richard Cole  
Timothy Coyle  
Florence Creevey  
Michael Crossan  
Allen Czop  
Thomas Deleo III  
Nelson Deleon  
Anthony Dina  
Thomas Dipaolo  
Edward Diskin Jr.  
Mark Drzewicki  
Scott Elwell  
Calvin Erwin  
Rupert Estwick  
Robert Faulks  
Joseph Foley

## Local 686 (cont'd)

Terrence Ford  
Walter Francis  
Michael Fredericks  
Jacqueline Fulton  
Dennis Gallagher  
George Gallagher  
Daniel Gentilucci  
Robert George  
William Gies  
Joseph Giorgi  
Robert Griffin  
Thomas Gruber  
Joseph Gunkel  
Michael Hatala  
Robert Hayes  
Robert Healy  
Guy Henderson  
John Herrman  
Joseph Horan  
Michael Huffnagle  
John Hughes  
Richard Jackson  
William Jennings  
Gerard Kehoe  
Donald Kennedy  
Terrence Keough  
Patrick Klein  
Joseph Kowalik  
Richard Kwiek  
Roland Lees  
Paul Lepera  
Francis Long  
James Marinan  
Robert Marks  
Elias Martinez  
Thomas Masi

## Local 686 (cont'd)

Tijuana Matthews  
John McGuigan  
Michael McMullen  
Denise Medley  
Daniel Mersiowski  
Andrew Miller  
Gary Miller  
Joanne Miller  
John Mossman  
Iday Ameem Muhammad  
Francis O'Brien  
Raymond O'Donnell  
William Offenback  
James O'Kane  
Jeffrey Palmer  
Angel Pereira  
Pedro Pereira  
James Perry  
John Piotrowicz  
Mary Pittman  
Renee Polk  
Dominic Rico  
Terrence Rishkofski  
Jose Rivera  
Terrence Robinson  
Reinaldo Sanchez  
Thomas Shaw  
Kevin Smink  
James Smith  
Kevin Sommerville  
Louis Spino  
David Stasny  
Michael Stinger  
Stephen Storino  
Joanne Strong  
Mark Szymanski

## Local 686 (cont'd)

Morris Taylor  
Rose Mary Thomas  
Scott Thomas  
Richard Tomczak  
Herman Torres  
Matthew Turner  
George Villano  
Virginia Walczak  
Michael Waller  
Calvin Washington  
Stephen Whalen  
Howard Williams  
William Wilson Jr.  
Frank Woodruff  
Mark Yacovetti  
Stephen Yarabinec  
Stephen Yurick  
Thomas Zajac

## Local 18007

John Groenwald

## Local B310

Susan Caddick  
Greg Celentano  
Leon Dudley  
Sam Hunter  
Roland Leduc  
Rosemary Lyons  
Arthur Murray  
Sue Perkins  
David Petty  
Thomas Vezina  
Curt Wert

Continued from page 13 - *Ensuring the Transition to Clean Energy Works for Labor*

Business people and environmentalists who otherwise consider themselves to be socially conscious were told by the UWUA that they need to be concerned about this stark reality, and collaborate with labor unions to demand that current jobs and new jobs in the clean energy sector are the type of high road jobs that only a union can provide. Otherwise, the promise of green jobs being good jobs is a hollow promise. Unions are the only effective advocate Americans have to address issues of income and opportunity.

## Labor creates wealth

Unions fight for fair wages and good benefits, and also encourage citizens to advocate for middle-class-friendly policies such as a strong Social Security system and family-leave benefits.

As Good Jobs Green Jobs participants heard from the UWUA, it is admirable to advocate for state and national policies that grow jobs in areas that are in cleaner forms of energy. However, it is something else to

demand that those jobs are good paying, family and community supporting union jobs. Income inequality and environmental degradation go hand-in-hand. If people want to be sure of a cleaner, better world to leave to their children, then they will demand that income inequality is addressed simultaneously with a better environment. Only a strong labor movement can provide that.



Team representing UWUA Local 666 at USA's Western PA Sporting Clays Shoot

Dave Cole of UWUA Local 666 with son Tristan on the USA's TV Show

## Join Fellow UWUA Sportsmen as a Proud Member of the Union Sportsmen's Alliance



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I AM SPORTSMAN.  
I BELONG.  
YOU BELONG TOO!

Brandon Weber, UWUA Local 223

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- Money-saving discounts on outdoor gear and services
- Chances to win exceptional prizes and trips
- Monthly e-newsletter with special offers and tips
- Opportunity to participate in USA's Work Boots on the Ground conservation projects



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Diplomat Hotel, Hollywood, Florida  
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