2015

Constitutional Convention Coverage

See page 9
Volume LX, No. 3
July/August/September 2015

FEATURES

4  MI Contract is Solidarity in Action
The newest MSUWC contract with Consumers Energy is one of the best for utility workers in the country

5  FL Local 604 Continues to Make Strides Improving Members’ Lives
Municipal workers in Lakeland are building on their success in a right-to-work state

6  On the Chopping Block One Year Ago, Local 686 Wins Exceptional Agreement
Following local-led campaign to stop privatization, members are broadening protections from subcontracting out their work

7  Congratulations to UWUA Scholarship Winners
Hailey Marcus and Frank Tetto are a testament to utility workers’ hard working ethics

8  Utility Workers Military Assistance Program (UMAP) Starts Training Vets in California
“I fought for the American Dream and now I am ready to live it.”

DEPARTMENTS

3  President’s Message

9  2015 Constitutional Convention Coverage

21  Saluting Our UWUA Retirees

ON THE COVER

President’s Message

2015 Constitutional Convention Coverage

Saluting Our UWUA Retirees

Send all editorial material, local news, letters and subscription to 815 16th Street, N.W., Washington, DC 20006. Postmaster: Send address changes to The Utility Worker (ISSN 1937 4232), Utility Workers Union of America, 815 16th Street, N.W., Washington, DC 20006. Periodical postage paid at Washington, DC and additional mailing offices.
We’ve built up a head of steam at the 30th Constitutional Convention and are moving full speed ahead. Our convention theme to “Reclaim, Retrain, Repower, and Repair America!” articulates the sentiments of our members, and the American people as a whole: the need to address the challenges working people face in our country today.

In pursuit of the goals expressed in this theme, the National Union will focus on service, organizing, education, and political action over the next four years.

**Political Action**

There is no doubt that billionaires are running this country. They are orchestrating an unprecedented and relentless attack on the rights of working people to organize and bargain collectively. And in so doing, these billionaires are destroying our democracy.

People are sick of politics. But, we must remain engaged and elect representatives who have our interests at heart. We have to reclaim our nation.

We have to do everything possible to encourage our members to engage in the political process. It doesn’t matter if a candidate has a “D” or an “R” in front of their name. If they are for working people, then we’re for them. To succeed, we also need to build our political action (COPE) funds.

**Education**

I’m a strong advocate of lifelong learning. In the last four years, our Power for America training programs have really taken off. This is becoming a part of who we are: utility workers training utility workers. When we do the training, it gets done correctly.

Our industry is changing rapidly and we need to stay ahead of these changes. This is essential to enjoying a lifelong career with the good pay, benefits, and working conditions often taken for granted.

**Organizing**

The only way to raise wages in this country and address inequity is to organize the workforce and negotiate through collective bargaining. The more workers who have the benefits we have, the harder it is to take them away.

Look at what’s taking place in coal plants around the country. It’s a setup for utilities to charge the highest price to generate power. When these power plants are eliminated, an artificial shortage is created.

The move to repower America with green technology will not succeed without base load energy. That’s why we need to keep these coal plants going. To that end, we are pushing federal agencies to support carbon capture: to make coal clean.

The challenges we face make it imperative to organize workers in new “green” economy and to make whole those workers and communities affected by plant closings.

**Service**

Our country’s infrastructure needs repair. We cannot continue to go down this path of run it ‘til it breaks. Much of the rebuilding work in water, gas, and electricity should be done by Utility Workers because we know how to do it economically, safely, and on time. The National Officers know the pressure that comes with the job and are committed to serving you. We will give you the tools you need to get the job done.

Through our Member-to-Member program, the Young Workers Initiative Committee, the Women’s Caucus, and more, we are rolling up our sleeves and putting our boots on the ground.

We won’t back down. We never have and we never will. We will continue to fight to make sure our members are protected, reclaim our work, and take back our country.

Let’s roll up our sleeves and get to work!
Contract is Solidarity In Action

MSUWC Agreement a Point of Pride for UWUA

The newest UWUA contract with Consumers Energy is one of the best for utility workers in the nation.

The Michigan State Utility Workers Council (MSUWC), comprised of 22 of Michigan’s UWUA local unions, worked with National Executive Vice President Steve VanSlooten to negotiate with Consumers Energy and win a contract that is unprecedented in the United States. All of the local presidents had a say in the negotiations and stood together for their members.

Unprecedented gain

The 5-year contract includes unprecedented benefits. Highlights include: 85% of work guaranteed on all generation, electric lines and gas work. Only 15% of work can be contracted out at any time. Saturday and Sunday shift premiums also increased an additional 25%. Weekend on-call shift schedules were also set so that working on-call 16 hours on Saturday and Sunday results in being paid for 40 hours. Additional shift premiums and a double time day for working during the week before assignment were also negotiated.

Health benefits were changed slightly. However, employer 401(k) pension contributions are being raised coinciding with the raise in base salary for current and future employees. Seasonal employees will also begin receiving health benefits during the off season.

Mutual gains bargaining

“As a result of local president involvement, information obtained from many membership meetings across the state, and a new member survey designed to not only identify issues but also suggest solutions, the negotiating team was well armed with information and direction from the membership. This contract had unprecedented significance due to Michigan’s new right-to-work law, and the negotiating team feels they brought back a great contract and expects little impact from right-to-work.”

— MSUWC President Pat Dillon

With the Consumers Energy OM&C contract set to expire in June 2015, the council agreed to enter into early negotiations with the company utilizing a mutual gains bargaining (MGB) approach. The MGB process allows for the involvement of more members in the development of options aimed at resolving one party or the other’s issues. As a result, four joint option teams were put in place made up of members of management and local presidents.
Municipal workers in Lakeland, Florida, members of Local 604, recently ratified a new 3-year contract that builds on their success in a right-to-work state. The 400 members in electric will see raises of 5%, 5%, and 4%, while the 200 water workers won 4%, 4%, and 4% over the life of the agreement.

“We accomplished every goal we had and are extremely grateful for the National Union’s awesome support for Local 604,” said Local 604 President Robb Upthegrove. “Florida has once again seen the UWUA in action in a right-to-work state. If the UWUA had not helped us organize and fight for a contract, we would not have the pay, benefits, and job protections we have today. We have again climbed up another step by our recent contract ratification vote.

In addition to the raises, Local 604 members won pension improvements, locked in a cost share formula to keep track of health care expenses, and reduced the amount of time needed to progress to maximum pay. And, there were no give backs.

The road to the improved contract was bumpy as the union pursued a number of unfair labor practice charges and lawsuits in order to get the city to understand the membership’s desire to do what it takes to improve their lives and provide the quality of services that taxpayers deserve.

Lakeland is a growing city of more than 100,000 residents located in Polk County, just outside of Tampa.

FL Local 604 Continues to Make Strides Improving Members’ Lives

“Florida has once again seen the UWUA in action in a right-to-work state. If the UWUA had not helped us organize and fight for a contract, we would not have the pay, benefits, and job protections we have today.”

— Local 604 President Robb Upthegrove

■ Health Care PPO plan from 85% to 80% with caps on weekly employee contributions
■ Medicare exchange account for Medicare retirees beginning last year of the contract
■ 100% pension survivor benefit after age 55 for deceased actives
■ Increase in employer provided defined company contribution program
■ Increase in employer 401(k) match
■ Increase in company provided life insurance
■ Establishment of generating plant 12-hour rotating shift schedule as a pilot at selected plants

Below: Securing contract improvements is one way Local 604 President Robb Upthegrove contributes to his Florida community. Another is as a licensed trapper, removing alligators from populated areas and releasing them in the wild.

Within the council. The option teams included one gas team, two electric teams, and a generation team.

Additionally, there was a data team that focused on validating any numbers utilized throughout the process. The result of these negotiations were significant, and a new 5-year contract (June 2015 – June 2020) with Consumers Energy was ratified overwhelmingly by the membership. The contents of this contract include among other things:

■ 3% general wage increase for each year of the agreement, with the existing COLA folded into the base rate and a yearly COLA true-up
■ A guarantee of percentage of work to MSUWC members/classifications covered under the contract
  ● Gas and Electric Field – 85%
  ● Generation Maintenance 80% by contact term
  ● Generation Operations and Fuel Supply 100% including new emissions equipment
■ Increase in night shift premium and Saturday and Sunday premiums
■ Increase in per diem and per day in lieu of board
■ Increase in on-call pay
■ Increase in natural fiber and fire retardant Clothing Allowance
■ Bonus for storm response
On the Chopping Block One Year Ago,

Less than a year ago, with the City of Philadelphia still pursuing the sale of Philadelphia Gas Works (PGW) to UIL Holdings Company, Local 686 members were fearful they would spend 2015 bargaining for a new contract against UIL and not PGW.

Local 686 utilized all of its resources to combat the sale, as UIL was committed to eliminating layoff protections, pension benefits, and imposing a 20% employee contribution to health care. UIL had also informed the local that they intended to freely use contractors in all areas, including work on live gas.

Privatization defeated

Local 686 launched a successful campaign to convince the Philadelphia City Council that the City Administration’s plan to privatize PGW was bad for the workers and the city residents. The sale was defeated.

After defeating the Mayor’s proposal to sell PGW, the local was concerned it would be extremely difficult to reach a fair collective bargaining agreement with PGW and its owner (the City of Philadelphia). The attacks on good jobs and services continued as the Pennsylvania Public Utility Commission sought to undermine PGW’s operation, while encouraging talk of a state takeover of PGW.

When bargaining started, it appeared the union’s worst fears were realized, as PGW proposed the elimination of all restrictions against contractors working on live gas, sought employee contributions to health care premiums, the elimination of daily overtime, and many other draconian changes.

Unable to reach an agreement by contract expiration on May 15, 2015, Local 686 was prepared to live under terms of the old contract for an extended period of time, as a public sector employer cannot unilaterally implement a final offer in Pennsylvania.

In June, Local 686 secured an extraordinarily good contract for members, with economic costs exceeding $35 million over its five-year term. The agreement provides for wage increases totaling 12% over five years, a 10% increase in starting salaries in many job classifications, a continuation of the current health care plan without any increase in out-of-pocket costs, and no employee premium contribution. Job security protections were also increased by extending the no-layoff guarantee to every bargaining unit employee, including the 623...
employees who were not previously protected from layoff based on their date of hire. Shift differentials will also increase by approximately 30%, shoe allowance will go up 50%, the cash out of sick leave on retirement was boosted, and improvements were made to the terms of pension related survivor benefits.

Significantly, protections were won against PGW using subcontractors in almost all areas involving live gas. Prior to this contract, PGW could only use subcontractors on live gas projects that related to distribution functions in the PUC-mandated Cast Iron Main Replacement Program, over 22 miles per year.

The new agreement allows PGW to use contractors to perform related field service restoration work only as part of this Cast Iron Main Replacement Program in excess of 22 miles per year, and on “abandonment projects.” The local believes that accelerating these non-payment shut-offs will actually result in increased bill paid turn-on and other restoration work that remain the sole domain of Local 686 members. All such bill paid turn-on restoration work, all leak and maintenance work, and all new business work will continue to be performed exclusively by Local 686 members.

Guarantees won against subcontracting
In addition, guarantees were achieved protecting certain work against subcontracting even though it does not involve live gas, including the Parts and Labor Program, the distribution of shut-off notices, and the composition of drawings in the Distribution Department.

“In the end, we were able to obtain a contract with over $35 million in economic increases, including first-rate health care without any employee contributions, and protected all key areas of live gas work against the encroachment by subcontractors.”

— Local 686 President Keith Holmes

Congratulations to UWUA’s National 2015 Scholarship Winners

As a testament to the hard-working ethic instilled in the children of UWUA members, a big congratulations goes out to the students and their families who were selected for UWUA scholarships.

Hailey A. Marcus
Hailey is an amazing young lady with a great supportive family. She is attending Ohio State University. Currently, she hopes to be a history teacher, but she is keeping her options open and is also considering a career in law. She is a musician (the floor bass), and an honors student. As a high school student, she participated in Model Congress on the debate team. She enjoys watching old movies with her mom and she holds a 2nd degree black belt in karate.

Frank J. Tetto
Frank is attending Lehigh University and majoring in Chemical Engineering. He was admitted into the Integrated Degree in Engineering and Arts and Sciences (IDEAS) program and is seeking a degree there. Beyond that, all of his other plans are tentative, he says. He hopes to find a career path that he thoroughly enjoys at school, and put the work in to achieve his goals.

His father, Joseph, is a Local 1-2 member who works for ConEd.

Hailey A. Marcus

Pictured are Hailey, her parents Glen and Karin Marcus, with Region 1 National Rep Reggie Davis. Glen is a Local 1-2 member who works for NRG Astoria Gas Turbines.

Frank J. Tetto
The UWUA is providing a solution to veterans who have returned home from overseas to face a new challenge, finding a job. The Utility Workers Military Assistance Program (UMAP) gives veterans the job skills needed to excel in the utility industry. By putting veterans to work in good, union jobs, the UWUA is doing its part to honor those who have served the nation while addressing the growing shortage of skilled workers due to the aging workforce.

Chicago program the model
With the success of the Chicago UMAP program with Peoples Gas, UWUA President Mike Langford and Robin Downs, president of Local 483, spoke to SoCal Gas about the possibility of initiating a UMAP-CA program. UWUA arranged for company representatives to visit Chicago, meet Richard Pasarelli, business manager, Local 18007, and Jonathan Harmon, executive director of P4A; tour the training site; and speak to the instructors and executives of Peoples Gas. Impressed with the Chicago experience, plans for starting a Substation and Pipeline Technician pilot UMAP-CA project moved forward.

The Union began the outreach and recruitment of veterans for the UMAP-CA program in collaboration with several Workforce Investment Boards – Orange County, Long Beach and Los Angeles County – along with various veterans’ agencies. The Orange County Workforce Investment Board was instrumental in assisting UWUA in attaining access to the Los Alamitos Joint Forces Training Base, where several UMAP orientations were held.

On August 3, 2015, 17 veterans began the 3-week UMAP-CA training that includes a paid internship. All of the veterans completed the program and were awarded Certificates of Completion in Orientation to Transmission and Storage. On September 8, the UMAP veterans began their one-month paid internship. Along with the internship, UWUA Local 483 journey-level members are mentoring them. Once the veterans have completed the program and are hired by Southern California Gas Company, they will become UWUA Local 483 members.

“I fought for the American Dream and now I am ready to live it!”

“Thank you for all your help. You may not know, but I’m sure I’m not the only veteran that felt misused, down and alone before this program. This UMAP program gives not just me, but a lot of us, hope for careers and starting a life outside the Army. I really do appreciate everything the union and this program has given not just me, but all of us. I see the faces of the other veterans in class and I hear their conversations. So, on behalf of the group, I thank you.”

— Marcedes Yeager, UMAP-CA student

UMAP-CA trainee Howard Drake, left, with Local 483 mentor Ed Delano.

UMAP-CA trainee Alejandro Gonzalez agrees, “I fought for the American Dream and now I am ready to live it.”

UMAP-CA Program Puts Veterans to Work in Good, Union Jobs
For four action packed days, Utility Workers convened at the 30th Constitutional Convention in July to set a course for the union for the next four years.

The theme of this year’s historic 30th Constitutional Convention struck a chord with delegates and guest speakers. The need to Reclaim, Retrain, Repower and Repair America was echoed by AFL-CIO President Rich Trumka, Department of Energy Secretary Ernest Moniz, Democratic Presidential candidates Hillary Clinton and Bernie Sanders, and MA Senator Elizabeth Warren, all of whom addressed the convention live or in a special video tribute.

“"This is my first convention as a newly elected president. I think it’s great. It’s opening a lot of doors, showing a lot of positive things about the union. I’m learning a lot about how the National Union supports the locals. I come from a really small local, 43 members. I know we have backup that goes thousands deep. When I get back, I’m going to step up my game. We have a young workforce and I’m going to get them involved."

— Kevin Uraine, President, Local 283

Commemorating the 70th anniversary of the founding of the UWUA, the convention demonstrated the historical role of the Utility Workers in charting a course, doing the hard work, and leading the way toward improving the lives of its members, the communities they serve, and the country as a whole.

Activating members

“We have to activate our members in ways we have never done before,” President Mike Langford said in his open-
National Women’s Caucus: Convention Launch Makes History

The opening day of the convention included an historic first, the creation of the UWUA’s National Women’s Caucus. After completing the official work for the day, Delegates, Alternates and guests remained in the convention hall to participate in the caucus launch. Caucus Chair Valerie King, Local 601 executive secretary, started things off. “The number of women in the workplace has declined since 2014,” she said. “The U.S. now ranks 19th among 24 countries in this area; in prior years the U.S. ranked 7th. We can’t afford to leave talent on the sidelines! We not only shortchange women and their dreams, we shortchange our country and our future!”

Presentations were given by UAW Vice President Cindy Estrada, Roberta Reidon, AFL-CIO special liaison for Common Sense Economics, and Georgi-Ann Bargamian, director, UAW Education and Community Services Departments, and the floor was opened up for a lively discussion.

The Women’s Caucus vision statement reads: “To Empower All Working Women to Achieve Economic Security!” And the mission statement is: “The National Women’s Caucus and UWUA are dedicated to empowering women in the workforce. We will provide communication, education, strategy and a support system to advocate for equality and economic security for women and their families, as well as promoting a quality work environment.”

Recognizing that utility workers are first responders, a UWUA National Hero Award was also created to honor those who went beyond the call of duty since the last convention. The first National Hero Award was presented to Steven Rosatti, a member of PA Local 164, for rescuing a number of people threatened by fire.

The convention is the highest policy-making body of the union, with the power and authority to elect National Officers, modify the Constitution, and set policy.

The 337 Convention Delegates and 117 Alternate Delegates representing 175 UWUA locals passed 24 resolutions that will guide the work of the union until the end of this decade. The National Executive Officers were also re-elected by acclamation: President D. Michael Langford, Executive Vice President Steven VanSlooten, Vice President John Duffy, and Secretary-Treasurer Mike Coleman.

Go to www.uwua.net for complete coverage of the historic convention.

Continued from page 9
UWA President Mike Langford formed the UWUA's Young Workers Initiative Committee (YWIC) in 2010 with the sole purpose of getting younger workers more involved with union activities and important social and economic issues. Since then, the YWIC has been hard at work.

The fruits of their labor were on display for all to see, as YWIC members made educational and inspiring presentations at the convention.

Over three days, YWIC members made presentations focusing on the following three core principles of their young workers program:

(1) improved communication with, and education of, all members utilizing the Member-to-Member Program;
(2) improving the public view of unions through benevolent actions and building community partnerships; and
(3) fighting for social and economic justice through political action.

YWIC members then challenged convention delegates:

"Every major change in this country began as a movement, and every movement has been led by those who believed in their cause enough to risk everything to fight for it. This is our movement and I ask you, brothers and sisters, who better to lead this fight? Who better than us?"

— YWIC

Eric Hofmann and young workers from Local 132, SoCal Gas, got involved in a rate case with their Executive Board and National Staff. “This helped show everyone that young workers do want to get involved and do care, provided we are given the opportunity.”

The YWIC is a diverse group of UWUA women and men ages 18-35. It functions as an educational and advisory organization to assist UWUA locals in establishing young worker groups and developing progressive and relevant agendas. The committee is made up of 15 members representing each of the UWUA's five regions and chaired by National Representative Reggie Davis.

Steven Rosatti and his Scottsdale, PA Water Authority crew rescued a family from an intense house fire. Repairing a water main break nearby, they sprang into action when they saw the flames. Steven, along with his coworkers Frank Francia, Dave Hall and Rich Salandro, quickly moved a backhoe and dump truck into position to remove a family of four from the roof. Steven, a 30-year volunteer fireman, wasn't done, though. Despite not having his firefighting equipment, he went around to the back of the building, kicked in the rear door of the fiery house, woke up and escorted three downstairs tenants to safety. “Thank God we were here. It was the one time a broken water line actually paid off,” Rosatti said.

2015 Utility Worker Hero Award

Steven Rosatti and his Scottsdale, PA Water Authority crew rescued a family from an intense house fire. Repairing a water main break nearby, they sprang into action when they saw the flames. Steven, along with his coworkers Frank Francia, Dave Hall and Rich Salandro, quickly moved a backhoe and dump truck into position to remove a family of four from the roof. Steven, a 30-year volunteer fireman, wasn't done, though. Despite not having his firefighting equipment, he went around to the back of the building, kicked in the rear door of the fiery house, woke up and escorted three downstairs tenants to safety. “Thank God we were here. It was the one time a broken water line actually paid off,” Rosatti said.
“The world my children are growing up in is not the kind of world that I grew up in. There is a struggle going on for the soul of this country right now, two different visions for the future. There’s this vision of hate, fear and division. And there’s this other vision that we represent, the vision of hope, compassion and love…. We must focus on what we have in common and not what divides us. We must focus on how to build a world where everyone can make it because they have a good education and a good job. I know that together, we can make this a better country for our children and grandchildren.”

“America will need a base load of coal-fired electrical generation now and for the foreseeable future. We know we can capture and store carbon emissions from burning fossil fuels, and the AFL-CIO is committed to making sure this technology comes into the marketplace. This is one reason why it’s so critical to get involved in member-to-member organizing and with your Central Labor Councils and State Federations of Labor. We are fighting for what America needs, massive investments in America’s infrastructure. We’re going to need a broad and bold coalition to win this. We’re part of a powerful movement at an historic time, and you are on the front lines, fighting to reclaim an America that works for all workers!”
DOE is focused on the technologies needed for this transition to low carbon, but we also understand that big transitions are a challenge for the workforce. If there’s one person and one organization that deserves credit for achieving a coordinated approach to delivering federal resources to communities and workers impacted by the shutdown of coal mines and power plants, it’s Mike Langford and your union. I also want to thank the UWUA for its advocacy and partnership across a broad spectrum of energy and water issues. For example, last year DOE launched an initiative to reduce methane emissions in the natural gas sector. You took a leadership role in passing legislation in my home state of California to help accelerate pipeline replacement.”

“The average CEO of a Fortune 500 company makes 331 times as much as the average worker. That is the widest wealth gap in the history of this country. The 1% are intent on decimating the American labor movement. In the private sector, the union’s share is about 6.5%. In the public sector it is around 36%. That’s why public sector workers have a bull’s eye on our backs: because they want to do to us what they have done in the private sector. I am here to tell you that we cannot have a healthy public sector labor movement if we don’t have a healthy private sector labor movement. We can make that happen if we stand together.”
### Arrangements Committee
- Brad Eurich, Chair
- Deborah Foster, Secretary
- Michael Barber
- Travis Beck

- Vito Carbonara
- William Foley
- Wilfredo Soto
- Robert Upthegrove

### Constitution Committee
- Jason Carter, Chair
- Lee Herbert, Secretary
- William Connolly
- Norman DeLong

- Thomas Ferron
- Raymundo Tischina
- Julian Zielinski Jr.

### Credentials/Ballot Committee
- Craig Wright, Chair
- Rebecca Mount, Secretary
- Allan Bathon
- Dorothy Curry

- Eva Figueroa
- Moses Rams
- Rocco Talarico
- Michael Watkins

### Nominating Committee
- Russell Plummer, Chair
- Robin McGregor, Secretary
- Robert DeMascio
- Juan Estevez

- Florris Fortune
- Beverly Gibson
- Daniel Leary
- Alan Ratermann

### Officers Report Committee
- Yolanda Crawford, Chair
- James Bambina, Secretary
- Thomas Cole
- Christopher Ericksen

- Edward Hall
- Michael Nelson
- Larry Weber

### Reception Committee
- Cynthia Estevez, Chair
- Paul Caminiti, Secretary
- Herbert Gurney
- John Kenfield

- Thomas Martin
- Cynthia McCormick
- Robert Ritsema
- Ressie Smith

### Resolutions Committee
- Linda Lesnewski, Chair
- Robert Vuono, Secretary
- Jerry Gonzales
- Ricardo Irizarry

- Joshua McTaggart
- David Stout
- Vivian Valentin

### Rules & Order Committee
- Lori Warren, Chair
- Joel Arroyo, Secretary
- Craig Dickson
- David Miller

- Dominick Napoleon
- John Poroda
- John Stadmuller

### Appeals Committee
- Cynthia McCormick, Chair
- Robert Vuono, Secretary

- John Kenfield
- Robert Ritsema

### Human Rights Committee
- Craig Massey, Chair
- Clinton Carson
- Robert Howard
- Kelli Lacy

- Matthew Marfione
- Eric Richardson
- Milagros Valentin-Grantham

### Sergeant-at-Arms Committee
- George Manoogian, Chair
- Jerry Acosta
- Mark Brooks
- Kelly Cooper
- Richard Cossell
- Reggie Davis
- John Devlin
- Shawn Garvey
- James Gennett

- Edward Good
- James Harrison
- Robert Houser
- Lawrence Kelley
- Bernie LaBelle
- James Lewis
- Robert Mahoney
- Jami Simon
- Carl Wood

### Young Workers Initiative Committee
- Reggie Davis, Chair
- Clinton Carson
- Jason Colwell
- Jessica Evans
- Joseph Fern
- Jessica Francis-Wright
- Sharon Griffith

- Eric Hofmann
- Matthew Koch
- Steven Lucero
- Ryan Meadows
- Nick Passarelli
- Craig Pinkham
- Paul Talboo
**Milton Davis**  
**Secretary-Treasurer, Local 132**  
Milton Davis has been a Utility Worker for 36 years with Local 132, located in sunny California. For 16 of those he held various positions, first as a Shop Steward, then as a Trustee. He went on to become Regional Officer, served two terms as Business Agent and he is currently the Secretary-Treasurer for Local 132. “I was just elected to serve on the National Executive Board, which is an absolute honor,” he says.

**Robert Hoffman**  
**President, Local 132**  
Robert Hoffman started working for SoCal Gas in 2002 as part-time meter reader. After 8 months, he became a full time Field Technician. During that time, he also became a Local 132 Shop Steward. He was promoted to Energy Technician Residential. In 2007, he transferred to Corona Base within SoCal Gas, where he became a Unit Officer for the Inland Region. In 2012, he was elected as a Regional Officer of the Inland Region. In April 2013, Hoffman was elected President of Local 132.

**Cindy McCormick**  
**President, Local 205**  
Cindy McCormick started at California Water Service in 1998 and became a UWUA member of Local 205. She was a Customer Service Representative until 2002 and then became a Certified Pump Operator, a job she does 40 hours a week. In 2008, she was elected Vice President and then President in 2009. There are six UWUA locals at California Water Service; from each of those locals there are two Delegates that serve on the California Water Utility Council. The CWUC is the body that negotiates and works with Cal Water for UWUA members. She was elected Vice President of the council in 2011 and became the President in 2012. “This kind of work is challenging, I am lucky to have a very supportive and understanding family and members that are absolutely worth working for,” she says.

**Anthony Pedagna**  
**Senior Business Agent, Local 1-2**  
Anthony Pedagna joined Local 1-2 while working for Con Ed in 1974 as a High Voltage Substation Operator. He held that position for 33 years, until 2007, when he was appointed to full time position as a Business Agent. He is an officer of the Contract Negotiation team, negotiating contracts with the local’s 10 employers. He has held the elected positions of Shop Steward, Chairman of the Shop Stewards, and Executive Board member of Local 1-2. He is also a member of the Military Veterans Committee with Con Edison, which reaches out to local veteran committees to hire veterans into the workforce. He attended Cornell University, studying labor relations. “I am grateful to my coworkers and membership for their support throughout my career and to have this opportunity to represent them as a member of the UWUA National Executive Board,” he says.

**Craig Pinkham**  
**President, Local 369**  
Craig Pinkham is a graduate of Suffolk University with a Bachelors of Science Degree in Business Administration. After graduating, he began his career working at NSTAR Electric (now Eversource Energy) located in Boston. He was elected Local 369 Secretary-Treasurer in 2011 and assumed the presidency in September of this year. Prior to his election, he served in various positions at Eversource Energy with job titles including: Distribution Dispatcher in the Control Center, Overhead line worker, Underground line worker, Customer Service Associate, and Customer Service Representative. He also serves as Treasurer on the Board of Directors for Members Plus Credit Union. In May 2013, he was inducted into the Suffolk University Hall of Fame alongside his 2000 baseball team.
New Executive Board Members
Since the 2011 Convention, 11 new members have been elected to the National Executive Board.

James Shillitto
Vice President, Local 1-2
James Shillitto has been a Local 1-2 member for 37 years. He is the son of a 41-year utility worker and Shop Steward. Starting out as a meter reader, Shillitto worked for 20 years as a High Voltage Lineman/Troubleshooter. He served as a Shop Steward, Executive Board Member, Systems of Safety Trainer for the National Union, Business Agent, Senior Business Agent, and currently Vice President. He is a graduate of the Cornell University School of Industrial Labor Relations. He is also active in coaching local youth sports.

Mike Smith
President, Local 223
Mike Smith joined the National Executive Board in 2012 and was re-elected at this year’s Constitutional Convention. He has been employed at DTE Energy since 1986, starting at the Monroe Power plant as an Assistant Power Plant Operator and serving there as a Steward and Committee person. In 2003, he was elected to Chief Steward and went on to serve as Vice Chair and then Chair of the Power Generation Division of Local 223. In 2012, he was elected President of Local 223, when Jim Harrison joined the UWUA National Staff, and was re-elected in 2015. He has been involved in contract negotiations with a number of companies including Peoples Community Hospital Authority, DTE, DTE Energy Services, Hamtramck Energy Services, Detroit Renewable Power, and the City of Port Huron.

Robert Stahl
Senior Business Agent, Local 1-2
Robert Stahl attended La Salle Academy High School in New York City and went to college at the New York Institute of Technology. He joined Con Ed in 1973 as a General Utility Worker. He worked as an Underground Splicer and then became an Underground Troubleshooter in the Emergency Dept. In 1986 he became a Shop Steward and was then elected to union office as a Business Agent in 2005. In 2010, Bob was elected Senior Business Agent.

Joseph Swenglish
President, Local 433
Joseph Swenglish was employed at Allegheny County Sanitary Authority for 21 plus years as a Stationary Engineer in the Energy Recovery Facility. He has served as President of Local 433 for 15 years. And, he was on the Apprenticeship Committee for 6 years. He currently administers four contracts in his local that include road, borough and wastewater employees. Two new groups were recently organized into the local with the help of National staff. He is an active member and Trustee of the Allegheny County Labor Council.

Lisa Vella
Senior Business Agent, Local 1-2
Lisa Vella has been a member of Local 1-2 since 1972. She worked at Con Ed and held various union positions, including Shop Steward. She was elected Business Agent in 2005. She comes from a union family. Her dad is a retired New York Police Dept. officer, her brother is retired from the Fire Department of New York, and her youngest brother is with the NY Dept. of Sanitation. At 62 years old, when most people are looking forward to retirement, Lisa is looking forward to the challenges of being a newly-elected National E-Board member.

Craig Wright
Executive Vice President, MSUWC
Craig Wright is a member of Lansing, Michigan Local 123, and the Executive Vice President of the Michigan State Utility Workers Council (MSUWC). He is a Gas Service Utility Worker “A” with Consumers Energy. Beginning his career in 1992, Wright has held positions in meter reading, tree trimming, and gas distribution before completing his training as a Gas Service Worker “A.” He began attending local union meetings as a new hire Meter Reader, becoming Department Steward shortly thereafter, and has held positions as MSUWC Vice President, as well as Local 123 President, Vice President, and Trustee. As Executive Vice President of the MSUWC, representing over 3700 members under seven contracts with five employers working in gas, electric, generation, and customer service call centers, Wright brings experience from multiple areas of the industry.
Here are excerpts from Steve VanSlooten’s report to the Convention.

Good morning, Brothers and Sisters.

Thank you for stepping forward to be leaders of your local unions and taking on the challenges our members face every day. You are in the trenches, fighting the good fight, addressing the concerns of our membership.

Yesterday, the names of members who passed away since our last convention were shown on the convention hall screens. We owe them, and all the members and officers that came before them, for what we have and enjoy today.

Today, we continue to meet the challenges our members face head on. I know that with the leadership of the Executive Board, Delegates, and officers of local unions, we are well prepared for the challenges ahead.

Here is a brief overview of some of my activities since the last convention.

President Langford appointed me a trustee of the UWUA Deferred Compensation Fund, a 401(k) fund. We have 370 members participating in this fund. When I took over as chair, the fund’s investments were governed by an investment policy created by the trustees. Members had no say in how their money was invested.

Improving National funds

I heard from members and local officers who were concerned about this and, after a lot of discussion with the fund trustees, the policy has been changed and participants can now direct how their money was invested.

President Langford also appointed me as a trustee on the UWUA Health and Welfare Fund. This fund includes HRAs, VEBAs, and a fully insured plan. The HRA has 4,003 members and includes eight employers. The VEBA has 2,831 members. In addition, 370 members get their health coverage through the fund’s fully insured health plan. The total equity of this fund is very healthy, with over $54 million.

You can negotiate for your local to participate in these funds. If you organize a small group and they need health care, the UWUA Health and Welfare Fund can make that happen. If you have to do different things within your Collective Bargaining Agreement to help defer costs, HRAs and VEBAs are a great way to do it.

President Langford also appointed me to the P4A Training Trust Fund. The trust’s training programs are a huge success.

Local 18007 launched the P4A’s Utility Workers Military Assistance Program (UMAP) with Peoples Gas in Chicago in April 2012. Since then, UMAP has trained over 200 veterans who are now union members enjoying the benefits of a family sustaining job. If we can put 200 veterans to work with one employer, how many other veterans across this country can we put to work? There is no better way to say “thank you” to veterans who are coming home than providing a living wage, family sustaining, union job.

The P4A program in Potterville, Michigan, started as a pilot training program with Consumers Energy in the fall of 2012. And in August 2013, P4A signed a 5-year agreement to perform gas distribution and gas servicing training for the company.

We partnered with the Michigan State Utility Workers Council and converted the council’s 10,000 square foot warehouse into a first rate training facility at a cost of over $800,000 of P4A Training Trust Fund dollars. From September of 2013, through June 30, 2015, the P4A has trained 873 members for Consumers Energy.

We’ve already outgrown that facility and are breaking ground to expand to more classroom space and a full welding training facility to train gas and power plant welders. The trustees have approved an additional $600,000 for the expansion.

Get involved with training

I encourage everybody, whether it’s during negotiations, or a mid-term contract agreement, to get involved with the training of their future and current members. We can custom build these kinds of programs anywhere across the country. Whether it is UMAP, or a training facility where we train new and/or incumbent workers, we can do this. We are putting out a great product in training, our members are appreciative of it, and it works.

In closing, let me say, we’ve had a lot of fights since the last convention. Some of our employers are cooperative in the collective bargaining process. Some employers went so far as to lock out our members, denying them of their dignity, their benefits, and everything they’ve bargained for.

When we have employers like that, we get off our asses, we get on our feet, we get out the door, and we hit the street!
Every four years, local unions from around the country meet to chart a course for the future with the shared mission of improving the lives of utility workers. We came together this year more determined than ever to confront the attack on working people by radical right-wing politicians and their corporate sponsors.

We gathered to renew the fight for what we all believe in: justice in the workplace and in our communities, wages and benefits commensurate with the skill and hard work we bring to the utility industry, a safe work environment that ensures our returning home injury-free at the end of the day, and the ability to retire in dignity!

These are the values we hold dear as trade unionists and they were expressed in the resolutions delegates passed on behalf of the membership. The convention theme, and the main focus of the UWUA for the next four years, is centered on five powerful words: RECLAIM, RETRAIN, REPOWER, REPAIR AMERICA. With this theme, our goal is to restore democracy, rebuild America, and grow the shrinking middle class.

The following are brief descriptions of convention resolutions addressing this theme:

**RECLAIM** (R-6 Reclaim America – Political Action And Cope)

We need to reclaim our democracy. As the war on workers continues, it is imperative to elect pro-labor candidates. The Supreme Court’s “Citizens United” decision released in January of 2010 opened the floodgates to political contributions by declaring that corporations are people and their contributions to political PAC’s are simply an exercising of their free speech rights. Although we will never match corporate contributions dollar for dollar, contributions to the UWUA COPE fund will help friends of labor serving in public office.

**RETRAIN** (R-9 Retrain America)

Following deregulation, utilities stopped training workers sufficiently. This, combined with 38% of electric and gas utility workers expected to retire in the next decade, and young adult unemployment the highest in generations, is why the UWUA created the Power for America Training Trust Fund (P4A) to train the next generation of utility workers. Additionally, the union established the Utility Workers Military Assistance Program (UMAP) to train vets for energy jobs. And, the majority of trainers are retired utility workers, who know the value of belonging to a union.

**REPOWER** (R-22 Repower America – Grid Reliability And A Secure And Just Transition)

The UWUA supports a U.S. energy policy that embraces an “all of the above” power generation strategy that does not pick winners and losers. But, there are times when federal and state legislation and regulations fail to include provisions for ensuring that workers and their communities are not left behind in the new “green” economy. The UWUA will continue to speak out on behalf of workers affected by new regulations and utilities manipulating the market at the expense of workers.

Supporting clean coal technology (R-20 CLEAN COAL AND GOOD JOBS) such as Carbon Capture and Sequestration (CCS) is key in keeping coal a vital part of our energy mix in the face of the EPA’s Clean Power Plan (CPP).

**REPAIR** (R-1 Repair America – Infrastructure Investment)

The current condition of our gas, water, and electric infrastructure threatens the U.S. economy and the safety of U.S. citizens. Modernization of the grid has been made all the more urgent by our increasing dependence on a reliable supply of electricity.

Because water infrastructure is typically out of sight, it is a chronic source of underinvestment. As a result, the EPA estimates that one-sixth of the water we treat for drinking and pump into our systems leaks out.

The UWUA has successfully advocated for infrastructure improvements through the legislative and the regulatory processes at the local, state and national levels. In Michigan, California, and Illinois, in particular, UWUA affiliates and their communi-
Preparing the Next Generation of Union Leaders

The 30th Constitutional Convention was a very successful event. We heard from numerous energetic and enlightening speakers who addressed the many issues that we face today in organized labor and in our industry. As importantly, there was enthusiastic participation by our membership at this convention. A good blend of senior experienced workers as well as eager younger workers attended the convention as Delegates, Alternates and guests.

A common theme throughout the various sessions of the convention indicated the need, and desire, to mentor our younger and future members. Experiences and ideas were shared on ways to bridge the age gap and pass on the necessary knowledge to make sure our next generation of Utility Workers are the best trained, highest skilled, safest and most productive workers on the world.

For our organization to thrive, we must acknowledge the experience and wisdom of our Senior Workers while we encourage and cultivate the enthusiasm and new ideas of our Young Workers.

We also understand that we have many new local union leaders since our last convention. The National Union is actively updating and preparing new training programs that will give our leadership the tools and insight they need to perform their duties and responsibilities. Our goal is to implement training sessions at our Regional Conferences in 2016.

Financial training

This training will provide the knowledge and information our local leadership needs to be prepared to provide our members with the best representation in investigative meetings, grievances, and contract negotiations. We must be diligent in fighting for, and protecting, our membership’s best interests in all areas, including wages, benefits, and working conditions. Complacency is unacceptable in our industry. Utilizing the National Union’s training and resources will help guide our future leaders.

The National Convention — Why We Gather continued

ties are benefiting from infrastructure investment. The UWUA urges Congress to support investment in electrical, gas and water infrastructure reliability, resilience and affordability through the development of tools, methods, and new funding for operating the grid and water systems of the future.

These are just four of 24 resolutions passed at the convention. There is certainly much work to do. As one Delegate to the convention put it: “When I arrived at the convention I felt a bit weary, but after being here for a few days, I feel energized and determined to go back to my local and fight for the issues that are important to us all.”
Raise Money for Your Local

Union Locals make a donation of $1,000 to receive 50 calendars or $2,000 to receive 100 calendars and sell them for $30, raising $10 per calendar. Locals that donate $1,000 by Dec. 1, 2015 will receive a U.S. made Carhartt jacket, and Locals that donate $2,000 by Dec. 1, 2015 will receive a union-made Remington 870 Express. One free firearm per 100 calendars, while supplies last.

Visit http://52guns.unionsportsmen.org
or contact Kyle Wall at (812) 870-4315 or kylew@unionsportsmen.org

ORDER FORM

Donation Level = $
$30 = 1 calendar, $1,000 = 50 calendars, $2,000 = 100 calendars

Name ________________________________
Email ________________________________
Street ________________________________
City ________________________________
State/Province _____________ Zip/Postal _______________
Phone # ________________________________
Cell # ________________________________
Union _________________ Local # ________________________

Payment □ Check □ Money Order □ Credit Card

Name on Card ________________________________
Credit Card # ________________________________
CVV Code _____________ Expiration Date _______________
Card Holder Signature ________________________________

Mail completed form to:
Union Sportsmen’s Alliance
235 Noah Dr., Suite 200
Franklin, TN 37064
The UWUA wishes all our retirees health and happiness during your “golden years.” Enjoy it — you’ve earned it!

Local 1-2
Doris Ames
Vincent Campo
John Cardillo
Ed Deschent
David A. Fergus
Douglas Howard
Ronald M. Huckemeyer
Timothy Hunter
Michael Kennelly
Raymond Lepore
Bruce McKee
Joseph J. Murphy
Robert O’Connell
Joseph Richford

Local 102-H
William R. Simpson

Local 102-I
Ricky D. Hesson

Local 102-J
Donald J. Saeler

Local 102-L
Curtis C. Benner
Raymond E. Lucas
Chad L. Maurer
Gary C. Rupert

Local 102-M
Gerald Pritt

Local 102-MM
Danny K. Douylliez

Local 102-D
Jeffrey J. Grinch
Alan J. Miller

Local 102-B
Barry J. Heilman
Donald J. Negley Jr.
Ronald D. Shank Jr.

Local 102-G
Joseph T. Smith

Local 103
Mike Austin
Martin McGrady
David Milekich
Allen Miller
Austin Rankin
Robert Singleton

Local 104
Gary J. DesJardins
Steve Haberland
Leona Holden
John Ostrander
Harry Sackrider
David H. Trevino
Alan J. Wagner

Local 105
Sam Anderson
Jack Baker
Robert Briggs
Robert Burns
Doreen Jordan
Michael Lenhardt
Ricardo McCloud
Dale Robeson
Franklin Thompson

Local 106
Ron Delaney
Lora Deane

Local 107
Joseph J. Murphy

Local 108
Ronald D. Shank Jr.

Local 109
Local 110
Local 111

Local 102 Special Election

There will be a special election held to fill the remaining term of the Area D Vice President. Nominations for the office will be accepted during the months of October, November and December 2015, during the local meetings. The election will take place by mail, and the ballots will be sent out on January 18, 2016.
The UWUA wishes all our retirees health and happiness during your “golden years.” Enjoy it — you’ve earned it!

Local 132 (cont’d)
Ralph Butler
Paul Cardoza
Timothy Carlson
Bert Goldberg
Timothy Kite
Larry Leza
Rebecca Lopez
Ernest Lytle
Michael Malik
Garry L. Mitchell
Veronica Murillo
Hector Ortiz
Daniel P. Quesada
Larry Leza
Rebecca Lopez
Ernest Lytle
Michael Malik
Garry L. Mitchell
Veronica Murillo
Hector Ortiz
Daniel P. Quesada
Local 144
Robert W. Debo
Becky J. Parsons
Terry L. Prior
Donat C. Ratell
Ronald R. Reale
Theodore D. Schank
Cyril L. Sieveke
Scott M. Sugden
Delance L. Wiley
John E. Yakich
Local 150
Charles Axtell
Bret Bachman
Richard Bergeon
David Brown
Terrence Bauer
Billy Cossey
Meryl Davis
James Dennis Sr.
Leonard Jennings
Dennis Kline
Timothy Nicholson
Jose Rodarte
Mark Seiler
James Sopjes
Daniel Stratton Sr.
Local 150 (cont’d)
Michael Swan
Local 164
Darren Pushic
William Wentzel
Local 175
Shelby Lee Bicknell Jr.
Diane L. Brosey
Dennis Leroy Cain
Henry M. Couch
Edith Gail Cowan
Ray Craft
Stephen W. Flohr
Rudy Johnson
Sherman Clarence Johnson
Joseph E. Jones
John Thomas Koverman
Kenneth O. Mundhenk
Steven E. Pestke
Brent M. Petty
Gladdys D. Saunders
Arvie R. Schieltz
John F. Schwartz
Stephen M. Spencer
Elaine M. Wheaton
Brenda D. Wilson
Local 223
Shirley A. Austin
Robert J. Cataldo
Richard Champion
Jasper Collins
Valdir J. Freire
De Oliveira
Scott Erwin
James “Pat” Gibbons
James W. Kerr Jr.
James G. Kunst
Mark A. Labeau
Bruce Lamorand
William L. Laparl Sr.
Richard Mullins
Alan Nawrock
Al Poske
Curtis Ridley
Local 223 (cont’d)
Bettye Summers
Raymond J. Thoma
Joel S. Thomason
Harry J. Wismer
Local 242
Michael Gillung
Randy Hanley
Richard Pavlina
Local 254
Gary Love
Craig MacIntosh
Gregory Walsh
Local 258
John L. Bert
Thomas Cooper
Paul R. Grabowski
Thomas Kozlowski
Local 261
Craig Windquist
Local 347
William Bartosz
David Elenbaas
Denise A. Randall
Douglas Richley
Local 365
Douglas Reicherter
Local 369
Raymond Barrette
Josette Day
Paul Doyle
James Fredrick
Edward Gotet
Thomas Greene
Harold Hughes
James Kilday
Daniel O’Connor
Deborah O’Connor
Timothy Sheehan
William Shine
Robert Solari
Michael J. Sullivan
Local 369 (cont’d)
Edward Russo
Mary C. White
Jane Wong
Taundalier Zimmerman
Local 388
Kevin L. Durkee
Dennis J. Kooiman
Bob Porath
Local 398
Larry Lundry
Local 406
Gene Nearhouse
Paul Wiedlich
Local 413
Giuseppe Oliveto
Local 416
Terry McNulty
Local 423
John Lesak
Leo Nardone
Martin Trener
Local 445
Ken Norton
Local 470-1
Desmond Bohan
Joan D. Celentano
Azzie Dundy
Robert A. Holt
Wesley Jakubiec
Local 482
Bert Probst
Local 498
James Manack
Local 506
Doug Anderson
Gary Carns
Local 522
Ernest Castorena
David Navarrette
Curtis Skinner
Local 582
Ronald Clover
Gordon VanderSchaaf
Local 590
Peter Manderino
Local 666
James L. Albert
David W. Boss
Wilfred P. Brandon
David W. Fish
Danny J. Hildebrand
Steve Kyper
Leroy Lepley
Richard C. McKinney
James Miller
Richard L. Moore
Dennis J. Mueller
Mark Overly
Jeffrey P. Riederer
Leonard Rupp
Thomas Russ
Alvin P. Thomas
Gary Turner
Local 686
William Alburger
Francis Costello
Michael Leslie
Joseph McBride
Carl McKenzie
Stephen Morris
Harry Strohm
Local 752
Ernest Castorena
David Navarrette
Curtis Skinner
Local 782
Ronald Clover
Gordon VanderSchaaf
Local 790
Peter Manderino
Local 866
James L. Albert
David W. Boss
Wilfred P. Brandon
David W. Fish
Danny J. Hildebrand
Steve Kyper
Leroy Lepley
Richard C. McKinney
James Miller
Richard L. Moore
Dennis J. Mueller
Mark Overly
Jeffrey P. Riederer
Leonard Rupp
Thomas Russ
Alvin P. Thomas
Gary Turner
Local 886
William Alburger
Francis Costello
Michael Leslie
Joseph McBride
Carl McKenzie
Stephen Morris
Harry Strohm
Plan ahead with a mortgage from Union Plus. The Union Plus Mortgage program with financing provided by Wells Fargo Home Mortgage was created exclusively for UWUA members, their parents and children. Benefits include mortgage hardship assistance to help protect members’ homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It’s long-term protection for everything your home means to you.

Learn more at UnionPlus.org/Mortgage or call 1-800-848-6466

Wells Fargo Home Mortgage is a division of Wells Fargo Bank, N.A. © 2015 Wells Fargo Bank N.A. All rights reserved. NMLS ID 399801
Do you want to receive the magazine electronically?
If yes, then provide us with your e-mail: ____________________________

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

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Local #</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>New Address</th>
<th>City</th>
<th>State</th>
<th>Zip Code</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Labor Day 2015