

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LX, No. 4 October/November/December 2015

What's at Stake

★ 2016 ★

Get Involved!

See page 6

✓ Retirement

✓ Jobs

✓ Middle Class

✓ Unions

✓ America's
Future

✓ National
"Right-to-Work"

THE UTILITY WORKER



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Volume LX, No. 4
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Local 388 members

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D. Michael Langford

Making the Most of the World's Focus on Energy

There is a focus on energy now that is greater than at any time in history. Evidence of this is everywhere. You cannot turn on the TV or open a newspaper without seeing news coverage of energy related electric, gas, and water utilities.

That puts the UWUA and our members in a good place. It's up to each and every one of us to make the most of our knowledge and the power we have as utility workers. Industry leaders, regulators, and politicians are open to having conversations with us now more than at any time I can remember. They want to know what front line workers and their union representatives have to say.

Unfortunately, the same cannot be said when we present our views on things related to workers' rights to join a union, workplace fairness, collective bargaining, and corporate control of our government.

“Industry leaders, regulators, and politicians are open to having conversations with us now more than at any time I can remember.”

Using our leverage to make gains

Therein lies a challenge to us all: how do we leverage our experience and expertise in the utility industry to get what we need as working people?

This election year offers us the opportunity to meet this challenge head on. We will be mobilizing and working harder than ever to ensure our voice is heard at the polls.

The 2016 election comes as energy concerns are taking center stage. Decisions around climate change, renewable energy, fossil fuels, and new technology are all coming to a head. The energy decisions our nation makes in the coming months and years will impact UWUA members in ways never seen before.

I encourage you to seek out the decision makers in your community. Make yourself available to them. Help guide them to make the right decisions in those areas that will affect you, your family and your community. The UWUA will give you the tools you need to succeed in these efforts.

As a result of the changing energy landscape, we have to be diligent in defending what we have gained, re-

silient in our ability to absorb disruptive changes, and flexible enough to make the most of the changes taking place in our industry.

These are the same qualities that utility workers have exhibited for generations. I am fully confident we will succeed in maintaining the gains we have made, and bringing the benefits of a union contract to others who are entering or are already utility workers.

Light at the end of the tunnel

As challenging as things are, we are making strides in ensuring utility workers are the best trained, highest skilled, safest, most valuable workers in the world. We are continuing to build momentum in the training of existing and new members. The importance of this cannot be understated. There are

powerful forces out there trying to destroy unions. But, as long as there is a need for skilled utility workers, and the UWUA is providing the training for these skilled positions, we will succeed.

Organizing where we've never gone before

We're putting on a full court press to organize new members. And the timing couldn't be better. Along with the world's focus on energy comes the buying and selling of utility companies at a scale we haven't seen for some time.

In the rush for acquisitions, workers feel threatened and are being left behind. One result: we are finding success in organizing groups that were traditionally thought not to be union friendly.

They are finding that when their job and their livelihood are on the line, they can turn to the UWUA.

As we maneuver through our changing industry, protecting our members, and future members, is the top priority.

With energy in the news, spread the word. The UWUA and our members are ready, willing and able to do what it takes to get the job done!

American Water Joins P4A

First Water Utility to Train with Union Program

Recognizing the importance of safety and skills training for UWUA members, the National UWUA and American Water Works have entered into a 5-year agreement that will allow the UWUA Power for America Training Trust Fund (P4A) to provide training opportunities for UWUA members across AWW's water and wastewater operations.

"P4A is excited to work with AWW to develop and provide training opportunities," says UWUA Executive Vice President and P4A Trustee Steven VanSlooten. This new partnership comes at a perfect time for P4A and AWW."

P4A wins DOL safety grant

The announcement of AWW's agreement to join P4A came at the same time that P4A was awarded a Susan Harwood Department of Labor grant that will incorporate the Systems of Safety training to center on the Construction Focus Four safety areas. Prior to joining P4A, American Water saw the importance

"Safe working conditions are the same no matter what sector of the utility industry. This Susan Harwood grant allows P4A to provide quality safety training for American Water's UWUA members."

— Jonathan Harmon, P4A executive director

of safety training and provided a letter of support for P4A's efforts to obtain a Susan Harwood grant.

"As we all know, utility workers play a critical role in rebuilding the utility infrastructure throughout the country. Although our work in the water and wastewater industries is often performed with little fanfare, it is critical to ensure employee and customer safety as we provide this critical service," wrote

William Komianos, sr. director, Health and Safety. Komianos went on to write that, "because of our shared interest in protecting our workforce as we rebuild the nation's infrastructure, the union and management are committed to this training partnership."

As a result of this grant, P4A is excited to train over 200 American Water UWUA members on how to improve safety in technology/trenching, fall protection, road work zones, electrocution hazards and the importance of hazard mapping/tailboarding.

According to Jonathan Harmon, P4A executive director, this is the first time that P4A has worked with a major company in the water sector. However, as Harmon points out, "Safe working conditions are the same no matter what sector of the utility industry. This Susan Harwood grant allows P4A to provide quality safety training for American Water's UWUA members."

Rallying for Suffolk County Members



To draw attention to, and support for, a contract settlement with Suffolk County, NY, Local 393 President Nick Caracappa recently rallied with his members and their families on Long Island. This marked members' second year without a contract and third year without a wage increase. The event was attended by UWUA National President Mike Langford (photo above, left); National Vice President John Duffy; members of Local 1-2, including Vice President Jimmy Shillitto (photo above, left); with members of Operating Engineers Union Local 138 also joining in solidarity.

AEP Contract Brings Gains, New Possibilities

More than 1,200 UWUA members working for American Electric Power in Ohio and West Virginia recently won a three-year agreement that includes significant improvements and raises the bar for future negotiations. Up until this round of bargaining, the company always came to the negotiating table at the end of each contract with a “best and final” offer that included an annual wage reopener. No more!

The new agreement will bring wages more in line with the industry when it expires in 2018.

But the biggest victory was, “Getting better contract language to prepare us for the future,” says Steve Veigel, president, Local 116. He explains, “What changed this year was all the AEP locals said ‘no more!’ The company stepped over the line and we all got together. Then we got the National Union involved. Now, the AEP Joint Council of seven locals is working together as one.”

The result, 1,200 UWUA members strong telling the company, “No, I don’t think so.” That’s when the company realized that it was not going to be business as usual.

Improvements include:

- First time ever, a three-year deal with 2.5%, 2.5%, and 3% raises
- Equity adjustments of up to 12% over the three years for most covered jobs
- Increased moving and travel expense payments
- Improved meal allowance and miscellaneous expense reimbursements
- Memorandum of Understanding (MOU) on safety improvements, including accident investigation, and union safety reps in various locations.



American Electric Power's Mitchell plant as viewed from the Ohio side across the Ohio River.

©2012-2015 DragonWolf/Ce (Matt Seid)

The solidarity exhibited by the seven AEP locals is forcing a positive change in the company's relationship with the union and its members.

The improvements made to lodging, meals, and miscellaneous expenses are an indication of the new relationship the UWUA AEP Joint Council now has with the company.

Veigel explains, “We were stuck at \$91 per day. We got them to bump it up to \$150 daily. They would never even talk to us about this before. The fact that we were able to change these things is significant.”

In addition, union negotiators were able to merge locals that were working under separate contracts, something the company fought against for years. Now UWUA members will have more opportunity for job advancement. For example, before the new agreement, meter readers would top out at \$18 -

\$20 an hour and were never able to bid on other jobs. Now they can bid across job classifications.

And, while AEP spends a lot of money on safety, decisions were being made without input from workers. The new contract includes language that will give union members the power to elect safety reps who will participate in the decision-making process with management.

The solidarity exhibited by the seven AEP locals is forcing a positive change in the company's relationship with the union and its members. This could not come at a more important time as the Clean Power Plan goes into effect (see page 12).

What do you see are the issues that will most affect you in the 2016 Presidential campaign, and which of the candidates (Democrat or Republican) do you feel are addressing those issues?



Chris Ericksen

Vice President
Local 270

“With the campaign process in full swing, there are two issues that rise to the top of my list: skyrocketing college tuition, and the need for all people to earn a living wage. As a parent, I am concerned that my son and daughter may enter adulthood with sizeable college debt. As a citizen, I believe in bettering our communities through improved working conditions and higher wages.

Senator Bernie Sanders has a long history of supporting working men and women and their families. My two foremost concerns are important parts of the Sanders 12-point plan. Affordable college costs and a living wage have always been important to Bernie. Reviewing his record proves it. He has spent his career putting the working people of Vermont first, and it’s time we put somebody with his ideals and passion in the White House.”



Russ Mazzola

President
Local G-555

“In the last two Presidential elections, Democrats talked about the shrinking middle class. Now, in the Republican debates, the candidates are telling us how they want to help the middle class. No one is talking about the reason for the decline in the middle class — the attacks on unions and the loss of union membership. I am waiting for Hillary Clinton (or someone), to make a stand on how they will support union organizing efforts. This is how you support a living wage and improve the lives of the middle class.”



Dominic Rios

Union Representative
Local G-555

“I am supporting Bernie Sanders because he is in favor of unions and what they can offer to their members – higher wages, better benefits, secure retirement, and rebuilding the middle class. In addition, he is committed to strengthening and expanding the future of Social Security and its impact on future retirees; as well as investing funds in America’s infrastructure, which secures employment for more Americans.”



Paul Talboo

Executive Treasurer
Local G-555

“The issues that I believe will have the most impact on myself and my family are the same as those that will affect all middle class American families in this election cycle – wealth inequality, lack of living wage jobs, raising the minimum wage, and supporting the right to collectively bargain. The candidate who I believe is currently supporting my issues is Senator Bernie Sanders. He opposes bad trade deals, supports expanding Social Security, supports universal healthcare for all Americans, supports equal pay for women doing equal work, and supports making public colleges and universities tuition free. These are the same positions that should be our movement’s rallying cry, and it is why they resonate with me.”



Ryan Potts

Grievance Officer
Local 456

“I believe health benefits and job security are the most important issues for me and my family. I like Donald Trump in the upcoming election. I think he is a straight shooter and tells it like it is. I also think he will bring jobs back to America. We the people need to take care of ourselves. He is a business minded individual that can help bring America back into good standing. I hope that Trump, or whoever is elected to be the leader of our great country, steps up and does the right thing for the working people of America.”



Louis deGonzague

Vice President
Local 393

“Income inequality, the war on unions, and corporate influence and money on elections are the issues that are going to affect myself and my family in the 2016 elections. I like Bernie Sanders. He always speaks about issues that impact working people, and really seems genuine in his concern for the middle class.”



Kevin Parsons

Treasurer
Local 69

“I believe that the issue that will affect myself and my family is protecting the rights of working class people. This simple task by the new President and Congress will make our country stronger. The elected officials are there to represent the people that elected them and protect them. We are the ones that make this country, not corporate America. I support Bernie Saunders for that reason. I feel he is the one that will do just that.”

Palisades Nuclear Techs' First Contract

'Well Worth the Wait!'



The MSUWC recently completed negotiations with Entergy for a four-year contract for members at the Palisades Nuclear Plant. Part of the new agreement was the inclusion of the techs at Palisades. One of the things people were looking for was more of a pathway to advancement. Some technicians have been in the same position for years and there was no defined way for advancement. Now there is a pathway.

Rick Bonnett

On May 12, 2011, as Rick Bonnett stood in line to cast his vote to join the UWUA, he reflected on how difficult the journey had been. In his 19 years, Rick, an instruments and controls technician at Entergy's Palisades Nuclear Plant, had seen much, and been through more -- from working with his original employer, Consumers Energy, to working under a contract management company called Nuclear Management Company, to now working for Entergy, one of the largest utilities in the industry.

A good job gone bad

During these changes, Rick saw what was a great job at a great place to work eroded into a place where the tech employees were subject to the whim of the employer, whether it be compensation, healthcare costs, schedules, overtime, or any number of non-written ben-

“By having a union contract, and representation, we have a set of rules for the company to follow. My advice to unorganized utility workers is pay attention to what the company is doing, don't wait until the company starts taking things away from you to organize.”

— Rick Bonnett, instrumentation and control technician, Local 150

efits they enjoyed under their original employer.

Worst of all, Rick felt he and his fellow techs had no voice, no process to object to change. They had a sense that, if they didn't do something, it was only going to get worse. Rick also noticed that the numerous management and ownership changes had little or no impact on the unionized employees at the plant.

At the same time, Rick reflected back to his early days with Consumers, some 20 years ago, when the UWUA had attempted to organize the group. They came one vote short of unionizing, and Rick couldn't help but think how different things might be if it were not for that one vote.

But times were different then, Consumers wasn't treating the techs all that differently than the unionized employees; what the union workers got, the

techs got. How were they to know how fast and how much things could change in just a few short years? Rick hoped that this time things would be different.

And they were, on that May day in 2011, 58 technicians at Entergy's Palisades Nuclear Plant voted 37 to 17 to join the UWUA's Local 150 under the Michigan Utility Workers Council

Local 409 Secretary Nyle Vinciquarra has accepted the challenge to grow the local in the gas distribution industry by moving with the work and sharing his union skills with new local members. When his NJ employer, J.F. Kiely, expanded to PA, Nyle agreed to move and help get things up and running. New PA members are now enjoying the benefits of their first UWUA contract. “There’s plenty of work in Pennsylvania. The guys are mostly young and they never worked union before. They are happy to have a union contract,” Nyle says. “It’s been pretty smooth so far and there’s 30 years of work here.”

Pictured here at the J.F. Kiely groundbreaking ceremony are: Local 409 VP Steve Becker, far left, Local President Vinny Hewatt, fourth from left, Nyle, next to him, with John and Jack Kiely, center, company



managers and Local 409 members in yellow shirts.

“I attended my first UWUA Convention this summer and I learned a lot.” Nyle adds, “I want people to know that we are active, getting out there and expanding, teaching people how to do the work, and getting it done!”

“I want people to know that we are active, getting out there and expanding, teaching people how to do the work, and getting it done!”

— Nyle Vinciquarra, Local 409 secretary

(MSUWC). With that victory under his belt, Rick joined the contract negotiating committee with two fellow techs, Asa Wallace and Rusty Clock, as well as representatives from Local 150 and the MSUWC.

Rick had been told the company would drag negotiations for a first contract out for a year in the hopes of a decertification vote. When that year came and went, Rick could not know that it would take a full three more years before he would be able to vote on a first contract. During those four years of negotiations, very little progress was made. Rick and his fellow techs on the negotiating committee felt the frustration of negotiations. However, they never complained and never gave up.

Negotiation session after negotia-

tion session, they would return to their coworkers and report no progress. Still, they were bolstered by the resiliency of their union brothers and sisters who remained patient and committed to the end goal, a good and fair first contract.

The power of the UWUA

Enter the true power of the UWUA. In the spring of 2015, with the existing contract at Palisades set to expire on June 1, the negotiating team for the 130 Operating, Maintenance & Construction members of Local 150 voted to make the inclusion of the tech employees in their contract one of their main demands. And, they asked the tech negotiating committee to join theirs.

This turned the tide with the company. Now the union had power, it had

leveraged its existing contract to ensure the techs were included. Almost immediately it became clear, the techs would join their fellow unionized coworkers and enjoy the benefits and protections of a union contract.

And on June 18, 2015, the technicians at Palisades voted 45 to 3 to ratify a tentative agreement between the UWUA and Entergy that would not only cover them, but join them with the rest of the unionized employees at Palisades.

“We could have had a contract much sooner but we knew what we wanted and we waited them out. It was worth the wait,” Bonnett says. “We all thank Local 150, they were awesome during negotiations. They were at every one of the meetings and we really appreciate their help and support.”

UWUA Moves the Ball Forward on Gas S



Reducing gas emissions from leaky pipes continues to be a focus of the UWUA's work at the national, state and local level. This will produce a triple benefit — protect workers and their communities, help the environment, and maintain and create good jobs. Pictured here, a cast iron main break explosion in Allentown, PA, February 2011. (AP Photo/Rich Schultz)

The UWUA is making significant progress in its California campaign to improve gas system safety and integrity in both the legislative and regulatory arenas in the past year. The status quo of a leaky, antiquated system is no longer what California is about.

Legislation reduces methane emissions

The UWUA sponsored and led the effort to enact the nation's first comprehensive legislation to reduce methane emissions from the gas transportation and delivery system by systematically reducing the incidence of leaks. Senate Bill 1371, by Senator Mark Leno, was signed into law by Governor Jerry Brown in September 2014 and became one of the Governor's showpieces when he attended the Climate Summit in New York. This followed the

The UWUA and IBEW are working together to defend the basic idea that safety and quality of service are the highest priorities, as the CA statute requires, and that rates should be sufficient to provide that level of service.

UWUA's successful legislative initiative in 2011 establishing an absolute legal priority for safety in the operation of the gas system, informed by ongoing input from union workers in the field (Senate Bill 705). The 2014 legislation requires the utilities and the California Public Utilities Commission (CPUC) to develop comprehensive reporting of leaks, causes of leaks and emissions from leaks; to review existing opera-

tion and maintenance practices to see if they are effective in reducing leaks; and to develop best practices for avoiding, reducing and repairing leaks promptly.

Implementing that statute at the California Public Utilities Commission during 2015 has been a consuming task of Local 132. Union efforts led the commission to hold a rare en banc hearing in September, where all five commissioners sat to hear presentations

safety and Methane Emission Reductions

about safety and pipeline integrity from the utilities and the unions representing utility workers.

Advocating for worker input

UWUA spokesperson Eric Hofmann, business agent for Local 132 (representing gas workers in Southern California), made an effective case for the value of direct worker input in policy and ratemaking cases. The CPUC's senior managers invited him, UWUA staff, and representatives of IBEW Local 1245 representing Northern California

that will benefit the public and the environment, and will truly represent the best work that skilled and dedicated UWUA members can achieve. This must include, in the statute's terms, an "adequate workforce," both numerically sufficient and possessing the needed skills and training.

At the same time, during 2015 the UWUA participated extensively in the general rate case proceeding for Southern California Gas, where the company sought nearly \$3 billion to support general operation, maintenance and capital programs.

In the aftermath of the 2010 San Bruno explosion and enactment of SB 705, the CPUC has begun to change its basic processes for setting rates for utilities. Under the old regime, the utilities and the consumer groups would focus on rate revenues and on keeping rate increases to a minimum without regard to service quality or safety results.

Under the new regime, the basic issue is how to operate in a safe and reliable manner, and what are the revenues needed to achieve safe and reliable service. The CPUC has commenced a proceeding to institutionalize these



Local 132 Business Agent Eric Hofmann makes a convincing argument to the California Public Utilities Commission for worker input in policy and ratemaking.

While installing a new service to a customer, an unexpected friendly visitor got loose from his home and decided to take a nap next to Local 132 Crew Leader Alex Salazar.

gas workers, to a follow-up meeting to discuss how to make regular communication with workers a more significant aspect of the CPUC's processes.

The implementation proceeding will focus on developing best practices to avoid, reduce and promptly repair leaks on the storage, transmission and distribution pipelines, in order to reduce hazards and reduce emissions. The statute requires specific improvements in patrol, leak survey and leak survey technologies. It requires repair of leaks as soon as possible after discovery. The UWUA and IBEW are cooperating closely to achieve a consistent approach

Needed: revenue for safe, reliable service

In the face of determined efforts from so-called consumer advocate organizations to cut necessary operating and maintenance programs, the UWUA's support for full funding resulted in a settlement that will provide nearly 100% of the revenues requested by the utility for operation, maintenance and capital for storage, transmission and distribution functions. The company agreed to cuts for some customer service functions sought by the "consumer advocate" groups, with reluctant acceptance from the union.

changes in a "risk-informed" process for setting rates.

The UWUA and IBEW are working together to defend the basic idea that safety and quality of service are the highest priorities, as the CA statute requires, and that rates should be sufficient to provide that level of service. This proceeding is ongoing and will result in fundamental changes to the regulatory process. As one example, the ratepayer advocate group at the CPUC has for the first time (as of October 1) established a safety organization whose job is to assess utility operation and maintenance outcomes and quality. The times are indeed changing.

Union Continues the Fight to Protect

The release of the final rule on the Clean Power Plan (CPP) by the Environmental Protection Agency on August 3 was undoubtedly one of the most impactful events to affect utility workers long-term. The CPP mandates carbon dioxide (CO2) emission reduction standards for the states and applies to all existing power plants.

If not for the intervention of the UWUA at the highest levels of government before the issuance of the final rule, the outcome for affected members, their families, and communities would be far worse.

The union fought for, and won, some concessions from the EPA: extended timeframes for compliance, consideration for impacts on system reliability, improved consideration for dispatching existing and new build nuclear generation, ensuring that labor's voice is heard in developing state compliance plans and, most importantly, consideration for the jobs impacts to affected workers, the communities in which they live, and locales where plants are located.

Union officers and staff are working hard to ensure members' interests are represented as compliance takes place and as the energy industry itself changes. In order to maintain and grow good paying jobs with a decent standard of living, the union has taken on the challenge to evolve along with the industry.

The UWUA is at the table

Although the CPP is an environmental regulation, the implications of the regula-

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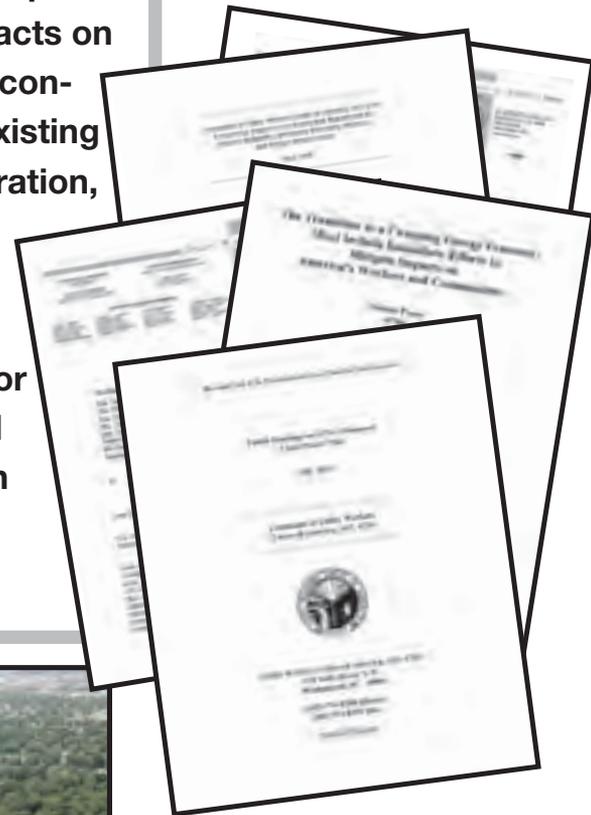


Market and regulatory pressures are killing many coal facilities. Union negotiators have won no layoff clauses at facilities such as FirstEnergy's Eastlake Plant.

tion are far-reaching and affect not only power plant emissions, but also dispatch prices (markets), state and regional reliability and, because of the cost of power for energy intensive industries, trade.

The UWUA and several other labor unions met at the White House with top EPA officials and senior advisors to President Obama to discuss these concerns before the issuance of the final rule. A number of the issues that the UWUA

Below: The UWUA's numerous position papers, testimony, presentations, and outreach to officials make the case for protecting workers, communities, and grid reliability.



raised found their way into the final rule. Time lines for compliance have been extended by two years, there is a built-in reliability "safety valve" (90 days), better treatment for new nuclear generation, and stipulations for including labor unions in the development of state implementation plans. In a nutshell, the notable

changes are stronger targets, but more time, flexibility and assistance for states to develop plans.

Generally, the CO2 reduction targets ended up being more stringent in the final rule than in the proposed rule because of the increased use of renewable generation being experienced nationally. However, and this is an important point, depending on what formula a state uses to reduce its emissions, renewables

Good Jobs as CO2 Rules Take Hold

can actually help keep a coal plant open based on a state average emission measurement, since there is zero emission from wind and solar. States are not treated the same with respect to emission reductions and state standards vary considerably relative to current fossil emission levels, due to differences in the perceived Best System of Emission Reductions (BSER) opportunities within each state. As a result, Vermont's reduction is only 7%, while Montana's is the highest in the nation at 47%.

And not every state will meet its reduction goals using the same methods (known as Building Blocks). For example, the Building Block modeling done by the EPA reflects that Michigan could replace the lost coal generating capacity with (1) combined cycle gas turbine, (2) energy efficiency methods, (3) renewables, (4) improvements in plant heat rate, and lastly (5) nuclear, in this order. The methods used by a state to meet its reduction target will be different for each state and may change based on a state's policy adoption. For instance, a state may adopt a Renewable Portfolio Standard (RPS) or/and an Energy Efficiency Standard which would change the priority of compliance options a state may use.

Jobs and grid reliability at stake

Many of the options available to states in designing their State Implementation Plans can be major job creators for America's workers, such as retrofitting coal plants to capture carbon, installing combined heat and power units in manufacturing plants, updating energy infrastructure, or installing renewable energy and energy efficiency equipment.

The UWUA is aggressively participating in listening sessions and stakeholder meetings in Pennsylvania and Ohio. The union is raising the issues of the

EPA Commits to Engaging Workers

The UWUA and its allies aggressively fought to mitigate the impact of the proposed CPP rules on affected workers and communities. As a result, the CPP sets expectations for states to engage with vulnerable and impacted communities as they develop their plans, so that impacts on these communities are to be considered as plans are designed. The CPP also calls for states to "engage with workers in the utility power and related sectors, as well as their worker representatives, so that impacts on their communities may be considered. The EPA commits, once implementation is under way, to assess the impacts of this rule. Likewise, we encourage states to evaluate the effects of their plans to ensure that there are no disproportionate adverse impacts on their communities."



Timeline for State CPP Compliance

- September 2016** ▶ a final plan or an initial plan with a request for extension
- September 2018** ▶ a final plan must be submitted
- 2022 – 2024** ▶ is the first compliance period
- 2024 – 2029** ▶ two more compliance periods for smoothing for compliance

importance of incorporating reliability mechanisms and addressing worker wages and benefits as part of state considerations for when a plant closes. Although there have been no official stakeholder meetings in Michigan yet, the UWUA has met with the state's Energy Office and has officially requested to be involved in developing Michigan's State Implementation Plan.

There are a number of environmental regulations promulgated over the past several years that have impacted coal-fired power plants. Because of this, the UWUA

and other affected unions have been in dialogue with the White House to support a counter-balance to such regulations by backing initiatives that help offset worker and community impacts of a plant closing. Due to its sheer size and deep supply chain, a power plant is often the biggest, if not the sole, economic driver for a community.

POWER grants help

As a result, the White House established the Partnership for Opportunity for Workforce and Economic Redevelopment (POWER)

grant initiative. These grants recognize that communities and their surrounding economic region may not necessarily have the resources to address the impact of a plant closing – be it tax revenue loss or workforce loss, and may need assistance that would be directly aligned with a regional economic development plan. The UWUA, both singularly and with other stakeholders, engaged the Economic Development Administration, which administers the POWER grant initiatives, to attend community hosted regional roundtables to educate communities and labor on the details of the POWER grants.

These roundtables brought key economic stakeholders together to discuss what is available through the POWER initiative and how it can be used for regions in economic response to plant closings to help ensure high quality jobs and economic vitalization for a community. This also allows stakeholders to identify what they need during this time of energy transformation.

The EDA agreed to attend four regional roundtables across the country: West Virginia, Ohio, Indiana, and Michigan. Representatives from several federal agencies, including the Commerce Department, Department of Labor, Small Business Administration, Depart-

ment of Agriculture, Department of Energy, and others, discussed the full range of federal economic development resources and services available to local communities. Included was information about how the POWER initiative can advance local and regional economic diversification strategies, opportunities and projects.

Congress takes an interest

Recently, there has been congressional interest in providing relief to workers who work in the “coal economy” – from mining to transportation to power plant operation and maintenance – and resources for re-development of communities affected by mine or plant closures. The UWUA is active in the discussions on this and is engaging congressional staff on ways to protect workers and their communities as draft congressional proposals are considered.

It has yet to be seen if the myriad of legal challenges to the CPP will be successful. Even though 27 states are legally challenging the regulation, many of those states and many utility companies are moving ahead with plans for compliance.

In the meantime, the UWUA continues to work hard to reduce the negative employment effects of the CPP.

First Order of Business — Mass Based or Rate Based Standard?

The Clean Power Plan sets CO2 emission reduction standards. It mandates that states initially determine if they are going to measure emissions by mass (how much over a set period) or by rate (pounds per megawatt of generation). Although the standard is equally stringent for both measurement rates, they have different effects on compliance choices. Although neither standard provides a “silver bullet” for coal plant longevity, after analyzing both standards, the UWUA at this time supports a Mass Based Standard for the following reasons.

- Fairly straight forward for a state to administer.
- If plants are allocated emission allowances, then coal has less of an impact under Mass Based standard.
- Well-established approach in use for SO2, NOx and CO2 (CO2 emissions are already monitored and reported).
- Allowances have value and that value can be used to accomplish specific ends (think worker and community transition costs).
- Easily implemented across states for the possibility of a multi-state (regional) compliance approach.
- Allows for smooth interaction with wholesale electricity markets.
- Rate based would exclude most existing nuclear and all hydro generation despite both of these being carbon free.
- Mass based is less advantageous to gas generation. Since gas generation still emits CO2 (although at a lower level than coal), a measurement rate that gives gas an advantage will displace more coal.
- The implication for nuclear asset value is significantly better for a Mass Based measurement, which means that any upgrades to existing nuclear is considered under a Mass Based standard, while excluded under a Rate Based Standard.



UWUA President Mike Langford and Department of Energy Secretary Ernest Moniz worked together to establish a DOE-Labor Working Group to help unions maximize job creation as states develop their CPP compliance plans. The Working Group includes the DOE, the UWUA, the International Brotherhood of Electrical Workers, and the United Steelworkers. This partnership will provide DOE’s technical expertise and assistance to these unions on how different energy technologies and policies can best preserve and create jobs in the energy sector.

Year-End Review, and Looking Forward to 2016



Mike Coleman
Secretary-Treasurer

As we enter this holiday season, it is important to review this past year's events and look forward to next year's opportunities. 2015 was a year of transition for our National Union.

As an organization, we held our 30th National Convention in July in which we elected our National Officers and Executive Board Members. As importantly, we reviewed our National Constitution and its governing principles. At the convention, the delegates reviewed and discussed ideas that help update and/or improve those governing principles. Delegates passed several amendments to the National Constitution, as well as many resolutions that promote the interests of our organization. (The full list of amendments and resolutions can be found on our national website and our UWUA app).

Resolutions call for action

There are some resolutions that pertain to specific industries (e.g., electric, gas, and water), while some embrace rebuilding America infrastructure and retraining America. We also identify concerns such as workers' rights, benefits, and safety issues. However, as a whole, these resolutions touch on the diverse issues that face the Utility Workers Union of America. We cannot just talk about these ideas or resolutions at a convention hall; we need to communicate and implement them.

These resolutions are templates that will hopefully spur discussion and/or review at your local union meetings or at the coffee shop. I encourage you, as a UWUA union member, to read all of the Convention resolutions and single out one or two that peak your interest. Ask questions, for example: What is the potential impact of right-to-work legislation on my rights as a worker? How does the Power for America (P4A) program help our local union train its members and/or promote new careers in the utility industry, and how could this potentially increase our local union membership? How would the UWUA Health and Welfare Fund help our members in contract negotiations as it relates to managing my family's health care costs?

The National Union is promoting and nurturing these ideas with National Officers, Executive Board Members and Staff Representatives continuously working with local leaders to help promote and implement these ideas and programs.

For example, we currently have several employers contracted to participate in the P4A program, and are actively meeting

with several large employers to join.

We all know of the concern about our aging work force in the utility industry and that there is a wave of retirements pending in the next couple of years. The employers and the union share common ground on this issue. Therefore, we strive to work together to reach solutions that are a win/win for each side. We need to recruit and train the next generation of utility workers, and who better to do it than us. Ask the question, "How can our union participate or expand the program?"

"I encourage you, as a UWUA union member, to read all of the Convention resolutions and single out one or two that peak your interest and act on them."

UWUA National funds work

Yet another program, the UWUA Health and Welfare Fund, has over \$50 million in assets and has become a very helpful avenue in managing medical costs. For over 10 years, the fund has been working for employers and our union members. Many collective bargaining agreements have been reached due to the distinctive

flexibility of the fund. The fund has several mechanisms including: HRAs, HSAs, VEBAs, and is a Self-Insured Plan. Again, ask the question, "How can our union participate or expand the program?"

Looking forward, it is essential to have quality leadership and a membership that is educated and informed. To better prepare for future opportunities, in 2016, we will ratchet up our regional conferences to educate, train, and promote new ideas. These conferences will include training on representational rights; grievance processing; legislative action; and financial obligations and responsibilities.

Understanding that not every member can attend the national convention or the regional conferences, communication is vital. It is imperative that we continue the discussions and encourage participation and new ideas at the local union meetings or at the coffee shop. And when possible, we must capitalize on technology, which is why we have invested in updating the national website and promoting the UWUA app. We are working to share or sub-app the National UWUA app with our locals at discounted group pricing. I encourage you to access these tools, and please share your ideas and suggestions to tackle future challenges and opportunities.

Have a safe and happy holiday season. I hope to see you at the regional conferences or at your local shops.

Paid Time Off and More, Brought to You by Your Union



Steven VanSlooten
Executive Vice President

With the holidays upon us, now is a good time to reflect on why we get to enjoy the benefits we have today. How is it that we are able to have paid time off to be with family and friends? What brought us paid holidays, vacations, sick days, retirement, and even weekends?

Workers joining together, forming unions and bargaining collectively is what brought us these benefits. None of it was given to us by employers; everything we have today was fought for.

We enjoy job security, workplace safety, and the benefits we have because of the actions of people who came before us, some of whom died for what we are now enjoying.

All of the gains working people made over the last century should never be taken for granted. They are under attack; we need to stay vigilant and actively defend them.

Utility work is hard work

Working for a utility is hard work. It's sometimes dirty, often dangerous and always critical.

From the time people began generating and wiring communities with electricity, installing water/waste water and heating their homes with natural gas, utility workers have been on the job.

Before utility workers organized themselves into a union, we were "at will" employees with no job security. Times were tough.

But times changed. Working people demanded their rights. And, we had friends in the White House and in Congress. That's not so true now.

Our founders

In 1938, Phillip Murray, vice president of the Congress of Industrial Organizations, the CIO, part of what is now the AFL-CIO, established the Utility Workers Organizing Committee.

It was tough work. The bosses fought against the UWOC. But the early organizers of our union, people like Alan Haywood, Harold Straub, Ed Shedlock, Reggie Brown, Garland Sanders and Bill Munger didn't have any quit in them.

And, they were ready to build a more equitable society in America.

Without these courageous leaders of the labor movement,

we would not enjoy the contractual rights and protections we enjoy today.

Never forget what the union can do

I was reminded of what the union means to individual members in a letter we recently received from a retiree. He wrote:

"I worked for New Jersey American Water for 44 years, having just retired from Local 391. Unfortunately, there were three occasions during this period when my job could have been terminated, were it not for the union.

"I am writing now to officially let you know how much I appreciate what the union did for me over the years. If it were not for the union saving my skin on these occasions, I would not have been able to retire with as good a pension as I am now receiving. In fact, as I was leaving the job on the last day, I decided to tell all the less-seasoned workers to never forget what the union can do for them and the importance of having a union job.

"My sincere thanks to all union members, the shop stewards and the local president, for their dedicated service and loyalty to the union workers."

"If it were not for the union saving my skin on these occasions, I would not have been able to retire with as good a pension as I am now receiving. In fact...I decided to tell all the less-seasoned workers to never forget what the union can do for them and the importance of having a union job."

— retired Local 391 member

It's a big fight

All that this retired member (and thousands like him) has for being a UWUA member for 44 years is at risk of being taken away. If we are to maintain what we have and ensure the same, or better, for the next generation of utility workers, we are going to have to roll up our sleeves and fight, at our workplaces, and in the halls of government.

UWUA members have been in the forefront of fighting for a better America. And, we will continue to fight with the same spirit of solidarity and unity that has brought us to where we are today.

Never take what you have for granted and never forget where you came from. Those who came before us put their lives on the line so we can spend time with our families, which is why we work in the first place.

Happy holidays and enjoy the season with family and friends.

The 2016 Regional Conferences: Back To Basics



John Duffy
National Vice President

Employer aggression towards employees is certainly nothing new. Corporations exist for one thing and one thing only, profit. But in a true democracy, those we elect to public office have a duty to represent the citizens who elect them. As we all know, that is not what is happening now. Corporate America has hijacked our democracy and is using government as an extension of their reach to push down wages, benefits and working conditions to increase profits.

Corporations now have a stranglehold over our elected public officials. The concentration of wealth within one percent of the population — the ownership, or corporate class — is resulting in the demise of our democracy and the American way of life. The Supreme Court 2010 ruling that corporations are people gave them the right to spend unlimited sums of money in the electoral process. Through their Super PACs, corporations have tightened that stranglehold anonymously.

Arming locals with tools to win

The end result is elected officials violating their oath of office and using the full force of their office to repeal and restrict the rights of the working class. This means that, for working people, the fight to maintain and improve our livelihoods has moved beyond the bargaining table and into state houses and our nation's capital.

After the 2010 mid-term elections, it was essential to focus our regional conferences on the results of those elections. The vicious anti-union agenda spoon-fed to those newly elected politicians by their corporate bosses, and the importance of all our members to fight back through political activism, was the central theme through the 2012 and 2014 conferences.

Political activism will always be an essential part of what we do as trade unionists, and union activism in the workplace remains just as essential. With corporations now becoming puppet-masters of elected officials, their aggression in the workplace has only intensified. And, while political education will continue to be a part of our regional conferences, the upcoming 2016 conferences will focus primarily on arming our

locals with the tools they need to deal with this increased employer aggression.

Those tools include: collective bargaining, grievance handling, arbitration, corporate campaigns, internal organizing, time management, community involvement and alliances, as well as financial training. The agenda and workshops are currently being developed and will include these tools. Members attending these conferences will go back to their workplaces better equipped to take on the daily challenges that sometimes can seem insurmountable.

Conferences will be on Thurs. - Sat.

All 2016 regional conferences will be scheduled from Thursday through Saturday, eliminating reimbursement for lost time for the final day of the conference. This cost savings will allow each local union to send additional members by reducing the cost for lost time reimbursement by one-third.

In the past, only Regions Four and Five ran through Saturday. Now, all local unions will have the opportunity to send additional members due to this cost savings. We will also be going back to combining Regions Two and Three into one conference. This will make for a better attended and more dynamic conference.

The dates and locations for the 2016 Regional Conferences are as follows:

Region 1 Conference	May 12-14	*Rhode Island
Region 2 & 3 (combined)	June 9-11	*Cleveland, OH
Region 4 Conference	August 18-20	*Chicago, IL
Region 5 Conference	April 28-30	*Long Beach, CA

*Exact location to be determined

It is imperative for local unions to maximize their ability to defend and improve the livelihoods of our members by sending as many members as possible to these educational conferences. Together we can accomplish anything!

“It is imperative for local unions to maximize their ability to defend and improve the livelihoods of our members by sending as many members as possible to these educational conferences. Together we can accomplish anything!”

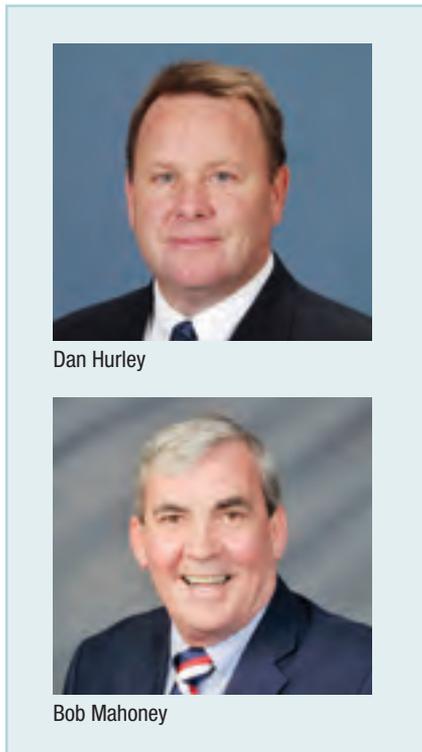
Staff Changes Position National for the Future

In order to best represent its members, the UWUA is always looking to maximize the power and potential of its officers and staff. The appointment of National Executive Board member Dan Hurley to the position of Region I senior national representative and moving Bob Mahoney to director of Special Projects will do just that — position the UWUA to take advantage of opportunities in the industry.

Dan Hurley, Senior National Representative Region 1

Prior to his appointment to the National Staff, Dan Hurley was the president of Local 369, located in Braintree, MA. He was elected a UWUA Executive Board Member-at-Large at the 28th Constitutional Convention in June 2007, and held the position until the June 2011 convention. He was again elected to the board in December 2012, reelected at the 2015 convention, and then resigned from the position when he became a staff member on September 14, 2015.

In addition to being president of Local 369, he served as vice president of



Dan Hurley

Bob Mahoney

the MA AFL-CIO and vice chairman on the Board of Directors for the Members Plus Credit Union.

Prior to his election as Local 369 president in 2011, he served as secretary-treasurer. He received his Juris Doctor in 2013 from the Massachusetts

School of Law and an undergraduate degree at the University of MA Boston in 2008. During his 14 years as an officer of Local 369, he led dozens of successful contract negotiations.

Bob Mahoney, Director of Special Projects

Bob Mahoney has been a utility worker for 37 years. He started out working in a substation as a member of Local 454, which merged with Local 369, for a company that is now part of National Grid in Massachusetts. In 1997, he became of field organizer for the National Union and was promoted to national organizer in 2000. After three years of doing that important work, he was made a national representative for Region 1 and a senior national rep in 2007.

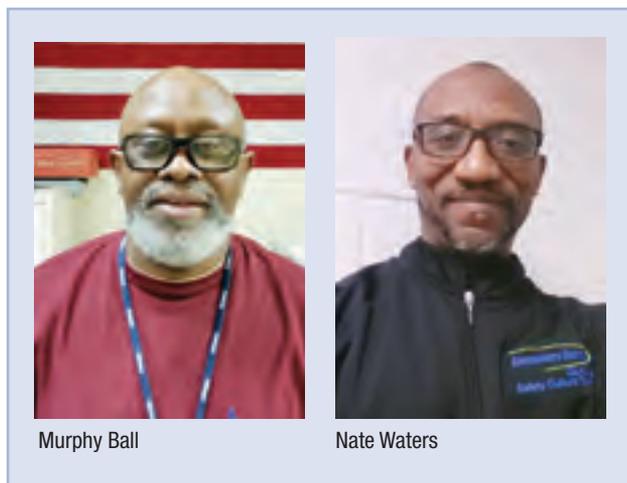
He now moves into the position of UWUA Director of Special Projects. Bob will focus on securing first contracts for new members, as well as the more difficult organizing projects working with National Organizing Director Bob Houser.

Meet the Human Rights Committee's New Members

Murphy Ball is the new Region III Human Rights Committee representative. A member of Ohio Local 270, he has worked for First-Energy, previously the Cleveland Light and Illuminating Company, for 34 years. "In light of all the things going on in the country, it's good that we have the Human Rights Committee," he says. "I'm at the end of my career and I want to do whatever I can to make sure the progress we have made

because of unions continues and the younger people coming up have a secure future with a strong UWUA."

Nate Waters is the new Region IV Human Rights Committee representative. A member of Michigan Local 105, he has worked for Consumers Energy for 36 years. A member of the clergy, Nate says, "I heard Martin Luther King say a long time ago: 'If I can help someone as I pass this way, then my living shall not be in vain.'"



Murphy Ball

Nate Waters

Passing of Robert Fronек and John Devlin

UWUA members, staff, and officers recently lost two union giants, retired Region III National Representative Robert Fronек, and UWUA Safety Director and Senior National Representative John Devlin. Their years of service to the membership will always be remembered. They will be missed.

John Devlin *Safety Director and Senior National Representative*

On November 13, UWUA Safety Director and Senior National Representative John Devlin passed away in his sleep at home in upstate New York. John, a member of Local 1-2, started working for the Consolidated Edison Company of New York in April 1971. He was hired as a janitor for the Indian Point Nuclear Generating Station. Six months later, John became an Operating Mechanic 'B.' In 1973, he was transferred to welding school and joined a traveling maintenance group doing overhauls on boilers and turbines in the Generating System.

In 1981, John went back to Indian Point as a Nuclear Mechanic 'A,' and became a shop steward in 1982. By 1990, he was appointed chief steward and headed the Nuclear Safety Committee in the station.

John became an executive board member of Local 1-2 in 1992 and a business

agent in 1993. He was appointed safety coordinator/senior national representative of the UWUA on May 1, 1997.

With this appointment, his primary responsibility was in the area of safety and health, but he also continued to serve as a Region 1 national representative.

Since that time, John made his mark through the implementation of the Systems of Safety training for utility workers and employers. He succeeded in securing a number of grants over the years to improve safety and was instrumental in making the UWUA Power for America Training Trust a national model.

In September, he helped secure a pres-



John Devlin, relaxing at home.

tigious Susan Harwood Training Grant from the US Department of Labor to improve safety for utility workers.

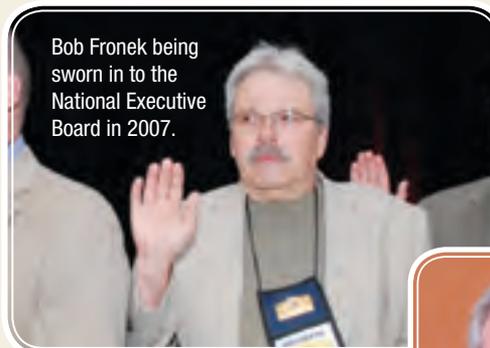
John lived, breathed, and preached safety first: "The one common factor among all utility workers that cannot be ignored at any cost, is safety. ... Never sacrifice safety."

Bob Fronек *Retired Region III National Representative*

On July 17, 2015, retired Region III National Representative Bob Fronек passed away. Utility Worker hearts go out to his wife, Kathleen, and the rest of his family.

A Cleveland, OH native, Bob became a union member in 1973 as a mechanic helper at Cleveland Electric Illuminating Company, now FirstEnergy. He later became a meter reader and transferred to Lakeshore Power Plant, working his way to the top position of control room operator by 1997.

In 1995, Local 270 President Dave Koteki appointed Bob to the local's



Bob Fronек being sworn in to the National Executive Board in 2007.

Negotiating Committee and he moved up the ranks from there. In 1997, Fronек became the local's financial secretary and in 2000, the vice president.



Bob rose to become president of Local 270, a position he held from 2003 – 2010. During that time, he joined the UWUA National Executive Board and in 2010 was appointed as national representative after the sudden passing of

Bob Chet.

At that time he said, "I'd like to maintain what UWUA stands for and create good paying jobs, with good benefits," adding, "When change happens, you have to make changes, too. Bob Chet taught me that."



Host Julie McQueen

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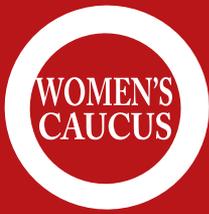
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"Our Time is Now, Sisters!"

The UWUA Women's Caucus has been making strides since convening at the 30th Constitutional Convention this past July. In August, Caucus Chair, Local 601 Executive Secretary Valerie King, and Co-Chair, Local 1-2 Shop Steward Ursula Grant, attended the 39th United Auto Workers Union Women's Conference at the Walter and May Reuther Family Education Center in Black Lake, MI. It was an engaging, influential, and motivating week of learning, and sisterhood!

Action Plan/Next Steps

"The conference provided an encouraging, insightful environment for women and men to become aware of core issues that women face, the importance of activism, the decline in unionism, the increase in social inequality, and how economic and judicial realities impact the lives of women and their families," said King. "It fueled our proposed 'Action Plan' and 'Next Steps' presentation which provides a model for UWUA locals to implement or re-energize their Women's Committee.

"There are many causes we can attack, and working together, we can make a strong mark on a lot of them," says Alicia Dennis, Local 223's Women's Committee director and Gas Division recording secretary. Her Women's Committee was dormant for several years. But she, along with her committee consisting of 12 members (10 women



"In order to empower UWUA women, we have to address women's true priorities, create and support formal and informal programs, provide opportunities for women to strategize together, provide training for mobilizing, highlight women's accomplishments, and provide flexible options for involvement. Think solidarity! Our time is now Sisters!"

— Valerie King, caucus chair, Local 601 executive secretary

and 2 men), accepted the challenge to reconvene. They are now making an impactful difference by organizing solidarity events such as a unity boat ride, a Halloween theme meet and greet, an all day shopping trip, a botanical gardens outing, community outreach to the homeless, and health and educational workshops.

In the upcoming year, the committee is planning to have a Breast Cancer

Awareness Masquerade Ball and donate the proceeds for the cure of this awful disease that has plagued so many.

Empowering women

Laurel Brennan, secretary-treasurer of the NJ State AFL-CIO, has invited King to present at the WILD (Women in Leadership Development) Conference in March. There, she will share the UWUA Women's Caucus Action Plan and Next Steps presentation, and give a synopsis of the UWUA Women's Caucus activities. The WILD Conference is held every year with the goal of uniting women within unions, building diversity, developing leadership skills, educating, and addressing issues pertaining to women.

"In order to empower UWUA women, we have to address women's true priorities, create and support formal and informal programs, provide opportunities for women to strategize together, provide training for mobilizing, highlight women's accomplishments, and provide flexible options for involvement. Think solidarity! Our time is now, Sisters!" says King.

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

Local 1-2

Hilda Alvarez
John Anderson
Fred Bohnett
Thomas W. Brown
Barry Buzzurro
Frank Caira
Edgardo N. Carballo
John Christy
Joseph Corbisiero
Mario Delano
Sal DiMauro
Carmelita Fox
James Guiliano
Raymond Hannon
George Montgomery
Fernando Ortiz
Shelly Pernick
Paul Serva
Reginald Sintyago
Craig Smith
Justin Sutton
Gloria Teel
Wilmer Torres
Frank Triolo
Dominick Turitto

Local 102-B

Frank Mangone

Local 102-F

Timothy Chiplaskey
Dorene Hazelbaker
Eugene Latusek

Local 102-G

Robert Bayles
Mark Tilley
Bonnie Zimmerman

Local 102-H

Brown Shaffer Jr.

Local 102-Q

Terry Cook

Local 102-180

James Kane
James Weaver

Local 104

Fred Frasick

Local 119

Larry Burza
Craig Stiff
Terry Thames

Local 126

Dave Breitenbach
Mike Dorsey
Bob Egner
Rodney England
Steve Frantz
Ron Hopkins
Ken Reynolds
Gerald Roundtree
Bill Smith
Dana Whittenberger

Local 127

Emery Bauer
Russell Peterson
William Prochnow
Colin Stovall
Doug Uhrig

Local 132

Keith Bell
Kevin Bond
Alicia Brinton
Donald Canzone
Warren Cloke
Joseph L. Doak
Dwayne Edison
Lynn Elliott
Rene Flores
Loyal Jennings
Edweena Lomba
Kaye Lyle
Scott Richter
Sharilyn Stanley
Betty Washington

Local 144

Russell J. Darby
Becky J. Parsons
David G. Szekely
David A. Watson

Local 175

Jimmie Lee Bean
Charles E. Commodore
David W. Fite
Larry K. Howell
James J. Pfeffer

Local 175 (cont.)

Jan Ellen Rust
Lynn M. Speelman
James E. Thompson
Maurice A. Wortham

Local 223

Leo Aberle
Bill Allard
Randy Bisby
Wayne Covert
Joseph Damour
John Farner
Belinda Harris
Asenath Jones
John K. Jones
Ted Kohler
David McCullough
Sheryl A. Starks
Eric Swanson
Dennis Taylor
David Wiater
Shirlene Wright

Local 254

John Berger
Suzanne Hines
Harvey King
Brian Schluentz

Local 259

Alice Contreras
Albert Hazelberg

Local 261

Mike Harp

Local 273

Robert Bishop
Michael Dufresne
Gary Gabourel
Kathryn Kelliher
George Lindquist
Russell McAllister
Jane Mikal

Local 332

Paul Renfer

Local 369

Raymond Collins
Elaine Sciog-Lazarov

Local 375

William Lyons
James Vaningen
Brian Wolfe

Local 423

Bruce Barrett

Local 423 (cont.)

Debra Krogh
Robert McCann

Local 433

James M. Bronson

Local 462

Arthur Cabral
Chester Stanklewicz

Local 470-1

Nicholas Harko

Local 522

Deborah Louise Brown
Mel Whiteaker

Local 666

George A. Diethorn
Kathy M. Glaid
Howard McElheny
Robert Miller
Michael A. Vitale

Local B310

Robert Blanchette
Steve Morin
John Parsekian

Election Notice

Local 175 Nominations and Election of Officers

The nominations for officers of Local 175 will take place at the March membership meeting scheduled for March 10, 2016. Nominations will be accepted for the following positions:

- President
- Vice President
- Secretary/Treasurer
- 2 - Trustees
- Killen Station Representative
- Stuart Station Representative
- 3 - Service Operation Representatives (Divisions 1, 2, 3)
- 2 - Gas Representatives (North and South)

Nominations may be made in person at the March membership meeting, or submitted in writing and signed by the member placing the nomination to the Secretary/Treasurer during the 30 days prior to the membership meeting. **Election will take place in April 2016.**

Making Memories and Staying Connected



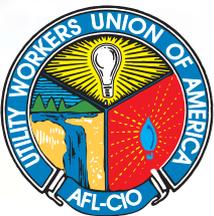
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Happy Holidays!
 from UWUA

