

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXI, No. 2 April/May/June 2016



**REGIONAL
CONFERENCES
BUILD
UNION
POWER!**

See page 13

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Volume LXI, No. 2
April/May/June 2016

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Region I Conference attendees, Providence, Rhode Island.
Photography by Jakob Skogheim.

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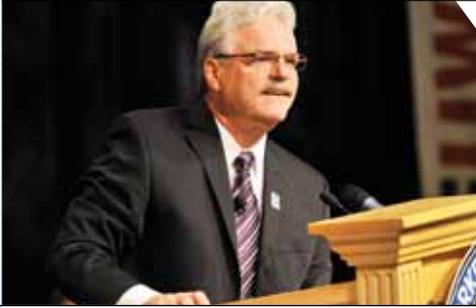
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D. Michael Langford

Member Activism On the Rise!

Participation at this spring's regional conferences is inspiring. With one region left to go, Region IV, I feel good about where we are as a union. Our members are interested in doing whatever they can to protect the quality of their jobs, act in solidarity with other workers, and bring the benefits of collective bargaining to more people. That is the only way to raise living standards for working families.

At this year's conferences we get down to basics, with workshops on contract bargaining, enforcement, grievances, arbitrations, and engaging members.

Hundreds of UWUA members attended the conferences to arm themselves with the knowledge and skills it takes to be successful in representing their union sisters and brothers. This will translate into more UWUA power on the job.

We also took action in solidarity with other union members. At Region V, we walked a UNITE HERE! picket line at a Westin Hotel where workers are fighting for a fair contract. And at Region I, we stood shoulder to shoulder with CWA and IBEW members during their successful Verizon strike.

We do this because we know the important role solidarity plays in the labor movement. We know what it's like to picket an employer or be on strike, or even locked out, and how good it feels when other people show their support.

Open dialogue among conference participants and with National Officers is always a valuable part of our gatherings.

As we have in recent years, Young Workers from each region gave extensive presentations on the work they are doing through the union's Young Workers Initiative. Putting young workers out in front encourages them to take leadership roles. They are our future.

The UWUA Women's Caucus, formed at last year's convention, is off and running, as reported on by Co-Chairs Valerie King and Ursula Grant. Our union

has more and more women members, and we must involve them if we are to remain strong and vibrant.

Human Rights Committee members also shared information on building understanding among our increasingly diverse membership.

And, in our ongoing efforts to include our veterans in everything we do, we had Will Fischer, director of the Union Veterans Council, AFL-CIO, at our regional meetings.

Communications plays an important role in our union. As part of this communications focus, our

new social media platform was highlighted at the conferences. Using it, we will be better able to communicate with members, with communities, and with the public at large. Go to www.facebook.com/theUWUA to get involved.

By showing the good things we do, and the benefits of being a union member, we encourage others to fight for the things we have, good pay, benefits, working conditions and a voice on the job. Our goal is to fuel a race to the top, countering the

corporate push for a race to the bottom.

We will build on the success of the regional conferences by holding one-day educational conferences at a more local level. We want to do everything we can to make sure UWUA members and officers have the tools they need to get the job done. That requires continuous learning. And that's what it takes for us to continue to be the safest, most productive, and highest skilled workers in the utility industry.

Next year, in October 2017, we will again have the opportunity to come together in large numbers for the Power 4 America (P4A) conference.

Between now and the P4A conference, we have much important work to do, especially around the upcoming elections.

Each one of us must do everything we can to elect candidates who will fight to improve the lives of working people.

“By showing the good things we do, and the benefits of being a union member, we encourage others to fight for the things we have, good pay, benefits, working conditions and a voice on the job.”

Lakeland Local Soldiers On

‘Today more than ever, it is important to unionize and have a voice.’

Since joining the UWUA in 2009, Lakeland, Florida Local 604 members have made tremendous advances in a state that is not known for being worker-friendly.

With a trend of taking away public sector workers’ defined benefit pensions — Naples, Haines City, Orlando, and now Winter Haven — newly elected 604 President Mike Stewart has made his number one goal protecting pensions.

Believing the best defense is a good offense, with assistance from the National UWUA, the local is now

organizing all city workers who are not already in the union but could be. “My Executive Board and I have asked President Langford for help from the National in organizing all workers in the City of Lakeland who are in our pension plan,” says Stewart.

In a recent letter to Lakeland employees, 604 E-Board members wrote: “For many of you, this may be the first experience dealing with a union. We feel strongly about membership because our members are the ‘union.’ The



Local 604 Executive Board members, left to right, front row: VP Production, Bruce Walker; Treasurer, Linda Fairbanks; President, Mike Stewart; VP T&D Field Service, Brian Butler; and VP Water/Waste Water, Chuck Faulkner. Back row: Trustee, Willie Pinkston.

leadership of Local 604’s main goals are to bring effective representation to our work place and to bargain for better wages and working conditions for our members.... Today more than ever, it is important to unionize and have a voice. Employers are trying to get rid of the responsibility for providing quality health insurance, good pensions, job safety protections, etc.”

UWUA Local 18007 Organizes Peoples Gas Call Center in Chicago

Call center workers in Chicago have joined the ranks of the UWUA, thanks to an important organizing victory by UWUA Local 18007.

On May 12, Peoples Gas recognized the UWUA after a majority of workers signed union authorization cards at a customer service center recently opened by the company. The call center currently employs 53 “Customer Consultants,” but is expected to expand significantly in the coming months.

The recognition marks the successful conclusion of a 15-year battle by Local 18007 to restore unionized call center operations to Chicago. Peoples Gas had previously operated a call center in Chicago under contract with Local 18007, but outsourced the work in 2001 to non-union operations in North Carolina and Georgia.

When Peoples’ new corporate owner, WEC Energy, announced plans to return call center operations to Chicago,

“We knew these employees would unite with their fellow workers at Peoples if they were given a fair process without intimidation from management. We are proud to welcome them into the UWUA.”

— Richard Passarelli, UWUA Local 18007 Business Manager

Local 18007 swung into action to make certain the employees would have a fair organizing procedure. UWUA Local 18007 Business Manager Richard Passarelli and Local 18007 President Tim Jaroch successfully persuaded management to agree to union recognition once the UWUA had signed up a majority of members. That agreement was reached on April 6, after which a solid majority of employees at the center quickly joined the UWUA.

“We are extremely pleased to restore union rights for call center workers at Peoples Gas in Chicago,” remarked Passarelli on the organizing win. “We knew these employees would unite with their fellow workers at Peoples if they were given a fair process without intimidation from management. We are proud to welcome them into the UWUA.”

UWUA Organizing Director Bob Houser noted that the recognition process used at the Chicago call center is the best way to ensure workers can freely exercise their right to organize. “Utility workers always win when they can unite together without interference from management and without a long, drawn-out contested election,” Houser stated.

UWUA and Local 18007 representatives are working with the new members in Chicago to begin union contract negotiations.

Local 223 Wins Election to Represent Power Plant Supervising Operators

Michigan Local 223 chalked up a significant organizing victory at DTE Energy in April, when 80 control room Supervising Operators (SOs) at the fossil fuel plants voted overwhelmingly to join the union. With this victory, Local 223 is now virtually wall-to-wall at all of its power plants, including the Fermi 2 nuclear facility.

The organizing win demonstrates the power of the UWUA's internal organizing efforts to build strength by bringing more members into existing bargaining units. Organizing opportunities are there, and nobody knows their companies better than the UWUA members who work there.



George Horuczi, Local 223 Recording Secretary, Power Generation.

“To successfully organize new members, it is best to find avenues within your own company,” explains George Horuczi, Local 223 Recording Secretary, Power Generation. “It’s easier to understand the scope of work, and develop relationships to help increase your overall odds of winning.”

The victory followed an important National Labor Relations Board decision supporting the union’s position that Supervising Operators have the right to join a union. The NLRB deliberated for nine weeks before siding with Local 223. The union petitioned the NLRB to have the election after the company challenged the SOs’ right to choose a union, saying they believed they are supervisors under the law. The local spent four days in a hearing in mid-January. Voting was conducted by mail ballot.



Growing the Union

Thanks to Local 609’s organizing wins, the benefits of a union contract are now being enjoyed by workers at Grid One, Intel Construction and NPL Construction. Meeting with success in its Connecticut home, the local is growing and its members are now working for a number of different utilities in UWUA regions around the country.

“We’re growing the union,” says Local 609 President Renard Jowers. “And we’ve been doing good things in regards to pay, grievances, and getting the companies to do the right thing.”

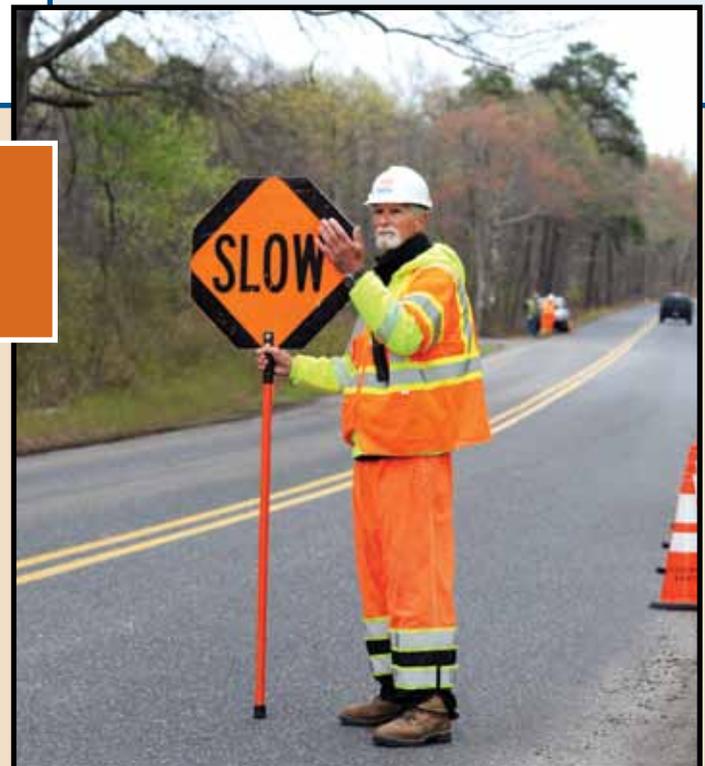
From meter work to constructing and servicing gas distribution systems, Local 609 members are proving the worth of joining the union.

First UWUA Contract in Refinery Industry

New Jersey Local 409 continues its growth by successfully organizing two new units and negotiating first contracts at Kiely Pipeline Integrity, and Traffic Plan. Pipeline Integrity does contracting refinery work, giving the UWUA its first contract in the refinery industry. Traffic Plan is a fast growing company that performs traffic safety for utilities in multiple states.

“Our new pipeline members mainly work in eastern Pennsylvania, but they do travel all over the country,” says Local 409 President Vinny Hewatt. “Now that the company is unionized, they’ll be able to expand into bigger refinery work.”

Traffic Plan is a fast-growing, nationally certified women’s business enterprise (WBENC) employing almost 300 flaggers, many of whom are women.



Local 409 Traffic Plan Crew Chief Kenneth Henn in Howell, NJ.

Workforce Changes Bring Organizing Opportunities in the Utility Industry

The UWUA is a member of the AFL-CIO's Department for Professional Employees (DPE), which provides the union with support and guidance in representation of utility workers. A new DPE report will help the UWUA organize new members.

The utility industry is in the midst of upheaval. A new report by the Department for Professional Employees, AFL-CIO examined the impact the upheaval had on the utility industry from 2003 to 2015 and identified potential organizing opportunities. The report found that industry changes affected all aspects of the industry, including utility companies, the workforce, and union membership. While changes are happening in the utility industry, the industry as a whole is stable.

Utility jobs grow

From 2003 to 2015, utility companies confronted a number of industry changes, including mounting government regulation, increased dependence on natural gas, technology changes, and greater investment in clean energy. Mergers and acquisitions among publically-traded utilities continued and resulted in fewer, but ever larger utility companies. At the same time, demand for power and water was flat and the price of power fluctuated in the last five years. Ultimately, these industry changes are causing uncertainty for utility companies, which limited employment growth.

At a time when other industries saw major employment declines, the utility industry as a whole grew between 2003 and 2015, increasing from 1.19 mil-

Unions that position themselves to build membership in a changing utility industry are likely to grow their membership in the future.



lion workers to 1.28 million workers. While the utility industry workforce has grown, the makeup of the workforce has changed. The utility industry workforce attained higher education, increased its diversity, and saw strong employment growth in New England, the Pacific, and the West South Central division, which includes Texas, Louisiana, Oklahoma, and Arkansas.

Employment for utility industry workers with a bachelor's degree or higher increased by 7%, while employment for workers who only had a high school diploma or less declined by 6%. Diversity, particularly among Hispanic and Latino utility industry workers increased, making up 7% of the utility industry workforce in 2003 and 12% in 2015. Finally, while the industry as a whole had stable

employment, some geographic divisions had employment gains, while others struggled, including the Middle Atlantic (NJ, NY, and PA), the West North Central (IA, KS, MN, MI, NB, ND, and SD), and Mountain (AZ, CO, ID, NM, MT, UT, NV, and WY) divisions.

Union density shrinks

Union membership density in the utility industry held steady at about 30% between 2003 and 2010, but fell to 22% member density by 2015. Historically, union membership would rise and fall with utility industry employment gains and losses. However, in the last five years union membership has been declining even as employment grew in the utility industry during the same period. One explanation for the decline in union membership may be uncertainty among the workforce, which was caused by the revenue and price fluctuations and mergers and acquisitions. As confidence in the health of the utility industry rebounds, union membership could also rebound.

Some of the union decline is tied to employment declines in geographic divisions that had high union density, including the Middle Atlantic (employment declines), West North Central (employment declines), and the East North Central (flat employment). These three divisions employed 30% of the utility industry workforce and 44% of union members in the utility industry in 2015. The high concentration of union members in these three divisions has a greater impact on union density in the industry as a whole when employment is down. However, when employment is up in these three divisions, union density is likely to increase as well.

Obama Labor Appointees Deliver

It is understood that the President of the United States has the constitutional authority to appoint cabinet members and key officials to federal agencies. What is sometimes overlooked is the importance that the appointees play in protecting and expanding our rights in the workplace.

DOL/NLRB decisions help workers

For instance, the US Department of Labor under President Obama has taken strong action to expand overtime rights, improve safety rules, require union busters to report their activities, increase the minimum wage for federal contractor employees, crack down on employers that misclassify employees as independent contractors, and expand and improve support for union-sponsored apprenticeship programs.

The National Labor Relations Board enforces the federal labor law that affects most UWUA members' rights in the workplace. President Obama's NLRB appointees have streamlined the union election process, expanded the types of employees that can unionize, put teeth into remedies for employers that commit unfair labor practices, and protected and expanded worker rights

Under President Obama, the UWUA and other unions have played an important role in making sure the people that fill vital positions support workers' rights and the enforcement of labor laws.

in both union and nonunion workplaces. These important legal changes have a real impact on UWUA members.

Under President Obama, the UWUA and other unions have played an important role in making sure the people that fill vital positions support workers' rights and the enforcement of labor laws.

Recently, Local 223 filed two election petitions for employees at DTE Energy. The company challenged the eligibility of the employees to unionize, claiming they were supervisors. The NLRB, using Obama board case law, rejected the company's claims of supervisory status. Local 223 won both elections overwhelmingly.

UWUA Local 118 won the first election under the Obama board's new streamlined election rules, which make

it harder for employers to run lengthy union busting campaigns. Local 118 credited the new rules with helping win that election. The rules simplify and streamline the election process, which has so often been subverted by employers who are against workers organizing themselves into a union. The changes include E-Filed documents by all parties, making the time for the election process much quicker.

A seat at the table

When the union has a seat at the table, members win. Of course, the opposite is true when anti-worker politicians are elected into office. Potent examples of the devastation caused by anti-worker politicians is apparent in states like Wisconsin, Michigan and Indiana.

In this year's election cycle, there will be clear choices. Some candidates will support protecting and expanding worker rights and others will look to decimate those rights. The outcome of the election will have a direct impact on UWUA members, their families and the union. It is important we keep those issues at the forefront when evaluating candidates.

Workforce Changes Bring Organizing Opportunities in the Utility Industry

Union member density was also greatly impacted by the decline in the number of union members whose highest degree earned was a high school diploma or less. While the utility industry employs fewer workers with a high school diploma or less, the decline among union members at that education attainment level was much sharper than seen in the industry as a whole. In 2003, unions represented 36% of all workers in the utility industry with a

high school diploma or less, but unions represented just 23% of those workers in 2015. While the union membership decline could turn around on its own, the report identified a number of strategies unions could deploy in an effort to proactively increase membership.

Organizing opportunities

The Utility Workers Union of America has shown steady growth. Unions must

continue to change with the industry, including adjusting to the increased education attainment and diversity of the workforce, as well as adjusting with the industry as it incorporates renewables, increases dependence on natural gas, and continues consolidation. Unions that position themselves to build membership in a changing utility industry are likely to grow their membership in the future.

What are you doing to support candidates that will best serve you, your family, and all working families? And, how is your political involvement specifically helping utility workers and working families?

**Antonio Ferrari**

Treasurer
Local 484

“Not all of us are engaged in politics and knowing who the best candidates are. That’s why it is important to get insight from our union as to what issues are important and who is addressing them.

Our political involvement helps our families. Not only are we engaged with what’s going on outside our union, but we are also engaged in how to protect our union. We make sure the politicians we are putting into office understand our values, why the union exists, and that we just want a fair shot and what is right for our members.”

**Renard Jowers**

President
Local 609

“I’m advising young people in the union and in the community that they need to know who they are voting for, and whoever they are voting for has to have the same values as them. I tell them, you have to look for the future — it’s not beneficial for you and where you’re trying to go in life if you don’t participate. I think this message makes a difference coming from me, a young individual who is striving to do better for myself, my family, and my community. I think my words of encouragement and guidance definitely helps motivate people.”

**Chauffe Schirmer**

Treasurer
Local 127

“One of the biggest things I’m doing is supporting my local’s COPE fund and working with the COPE committee to interview candidates. We can either verify their voting records as incumbents, or get their perspective on labor issues if they are a new candidate. That way, we are informed and can make our decision as to who to support. We want to make sure we support candidates that follow through on their promises to our union and our families.”



Jean Lynnette Washington

Business Agent
Local 1-2

“I’m reaching out to the younger generation, including my daughter, and engaging them in conversations and making sure they get out to vote. It’s good to talk to younger people to see what they want and what they want from a candidate.

“When we got locked out in 2012, I sat in on a meeting with a City Councilmember. I let them know how bringing in other companies who are not union to do our work led to hazardous situations, haphazard work, and putting families at risk. That political involvement helped us build strength until we got a contract.”



Kevin Uraine

President
Local 283

“I try to show my members how one-sided a lot of the news and media can be. I try to get some of the truth out on the labor movement and the union, and what good we have to offer.

“I best serve the workers in my local and their families by making sure all of their rights are protected, they don’t go home sick, or unappreciated.”



Lee Herbert

Trustee
Local 601

“I’m very engaged with community and civic organizations to make sure everyone who can be is registered to vote. I tell members to contribute to our COPE fund so we can contribute to candidates who support our issues. It’s important that we get our members energized and excited about this upcoming election.

“Local 601 came up with a bill that we’ve been pushing to keep union work in the state and not subcontract it out. We are working with our elected leaders to push this bill on our behalf. If we can get that legislation passed, the companies will not be able to subcontract out our work.”

Union General Counsel Sam McKnight Retires

Sam McKnight, the UWUA's well-known general counsel, has retired. Sam is one of the founders of the Michigan law firm McKnight, Canzano, Smith, Radtke & Brault, P.C. David Radtke, a partner in the firm since 1992, has replaced Sam as the UWUA General Counsel.

Sam is recognized nationally for his expertise in providing labor organizations with advice and consultation during difficult contract negotiations. He has been involved in large scale organizing campaigns, including the UWUA's American Water nationwide contract campaign involving nine international unions. That effort resulted in a multi-million dollar settlement in favor of utility workers.



UWUA Chief of Staff George Manoogian and General Counsel Sam McKnight announced their retirements at a recent UWUA E-Board meeting. Pictured here are, from left to right, Local 1-2 President James Slevin, Sam McKnight, President Mike Langford, AFL-CIO President Rich Trumka, George Manoogian, Vice President John Duffy, and Executive Vice President Steven VanSlooten.

Part of a 'fighting union'

"As legal counsel, Sam has done some landmark cases for our union, American Water being one," said UWUA National President Mike Langford in announcing Sam's retirement to the union's Executive Board. "He is a tenacious lawyer, second to none. I want to personally thank him for all his service and the work he's done for utility workers, and workers everywhere."

For his part, Sam told the E-Board, "I went to law school because I wanted to be part of the labor movement. I've always wanted to be part of a fighting union and when I met Mike Langford, I had that opportunity. This has been a great, fighting union to be a part of. It's been a dream job for me. When you do something hard together, and most of what we do are the hard things, you make friendships in a way that you will never forget. I've enjoyed working with Langford because he's got guts, he knows how to fight, he knows how

"He is a tenacious lawyer, second to none. I want to personally thank him for all his service and the work he's done for utility workers, and workers everywhere."

— UWUA National President Mike Langford

to make friends, and he knows how to make peace. There's never been a moment working with the UWUA where there was anything other than doing the best we could for our members that guided us and drove us to do the best we could for the members."

In addition to his UWUA work, Sam directed several high profile, successful contract campaigns for labor organizations, including those at the New York Daily News, the Detroit News and Free Press, Toledo Blade, FOX-TV, WDIV-TV and the Detroit Area Beer Distributors.

A wealth of experience

He graduated from Georgetown University in 1967 with a Phi Beta Kappa key. He received a Juris Doctor degree from the University of Michigan in 1973. He has been a member of the Michigan State Bar since 1973. He is admitted to practice before the United States Supreme Court, the Sixth, Tenth and District of Columbia United States Courts of Appeal.

He has practiced in federal district courts in Michigan, Illinois, New York and Ohio.

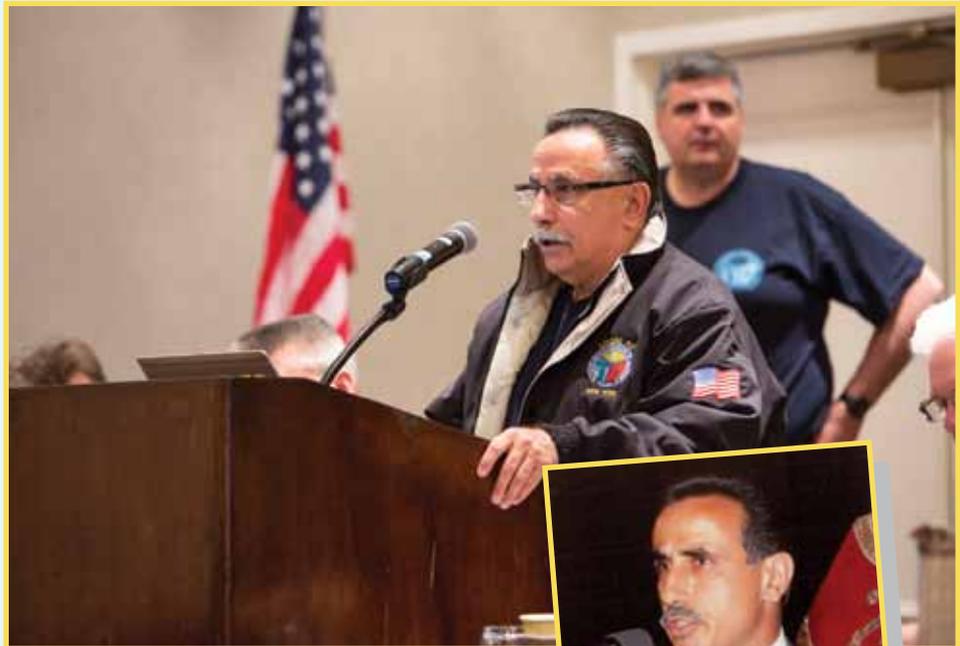
In addition to the National UWUA, Sam represented both public and private unions in contract negotiations, including UWUA Local 223, the House Officers Association (University of Michigan), Ironworkers Local 25, Iron Workers 340, SEIU International Union, various SEIU locals, Teamsters Locals, Toledo Blade unions and various Broadcast Employees (NABET) locals.

George Manoogian, Chief of Staff, Retires

With 50 years as a Utility Worker under his belt, UWUA Chief of Staff George Manoogian has retired.

“George has had an amazing career,” said UWUA President Mike Langford when announcing George’s retirement. “We go way back to our early days together at Local 223. George has been engaged with utility workers for 50 years and he has always given it 100%. Speaking for all utility workers, I want to thank him for all he’s done.”

George began his career in the utility industry on February 3, 1966 when he was hired by Detroit Edison. Later, he entered into the cable splicer apprenticeship in underground lines where upon completion, he became a journeyman cable splicer. In 1970, George became a shop steward for Local 223 in the Underground Lines Department and later he was elected bargaining unit chairman in the Underground Lines Division and trustee of Local 223. In 1986, George was elected vice president of Local 223 and in 1988, he was elected president of the local. In the fall of 1989, George was elected to the UWUA National Executive Board. Until his appointment with the National Union, George served for 10 years as President of Lo-



George Manoogian at the recent Region I Conference. At right, a young Manoogian.



“I am proud to have been a part of it. Pound for pound our union, the Utility Workers Union of America, is the best damn union in the labor movement.”

— George Manoogian

cal 223, Utility Workers Union of America, AFL-CIO.

George was appointed as a national representative in 1997, promoted to senior national representative in 1998, director of strategic planning and special projects in 2007, and later promoted to his current

position as chief of staff in August of 2012.

When George was asked to share his thoughts about his career, he expressed his gratitude to the UWUA membership, local union officers and especially the National Officers for giving him the opportunity to serve this great organization. “I am proud to have been a part of it. Pound for pound our union, the Utility Workers Union of America, is the best damn union in the labor movement.”

Get Involved Through UWUA Social Media

The UWUA message — Reclaim, Retrain, Repower and Repair America — is gaining momentum across the country as members participate in the regional educational conferences taking place this summer.

While calling on the nation’s leaders to invest in physical and human infrastructure, UWUA members are repowering the union by engaging social media tools, consisting of a grid that connects the National Union, locals, individual members, and the public. Leading the effort is a social impact agency called m. that works with labor unions to get their message out and connect more effectively with members.

In less than two months, the union has more than doubled its Facebook followers with messages reaching nearly half a million people. Informative and engaging videos are being deployed, and high-quality photography is capturing UWUA boots on the ground. Members are shown picketing in solidarity with our brothers and sisters in UNITE HERE, CWA, and IBEW, letting corporations such as Verizon and Westin know that “We are One!”

Social media is a great vehicle to let the world know what Utility Workers are all about: providing life-sustaining water, gas, and electricity to the nation, and supporting the American worker fighting for a fair shake.

The power of UWUA social media is being deployed on the individual, local, and national level. The staff at m. is training members who attend the



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regional conferences on social media technology, and locals are being urged to create social media committees to work in partnership with the M. team.

Online meeting spaces are being

built through Facebook, where social media committee members and local Facebook administrators can learn important tools and techniques. This platform provides a way for UWUA members to communicate directly with the M. team, ask questions, and get tech support. Facebook is also being used as a tool to connect

with American utility workers who are currently without a union contract and in need of one.

To be the most highly skilled utility workers in the world, the UWUA places a huge emphasis on the continuous education

and growth of its members. The same approach toward new technologies is increasing the union’s power. These efforts are beginning to show the public, policymakers and employers UWUA members are organized, engaged, and informed.

Beyond social media, the launch of a new website will provide more efficient lines of communication with members and the public. The new site will be faster, easier to navigate, and more informative. It will also provide a portal to those who are interested in joining the union, and aiding efforts to connect and organize.

These new communication platforms are crucial to growing the union and building the labor movement. Go to Facebook.com/theUWUA to get involved.



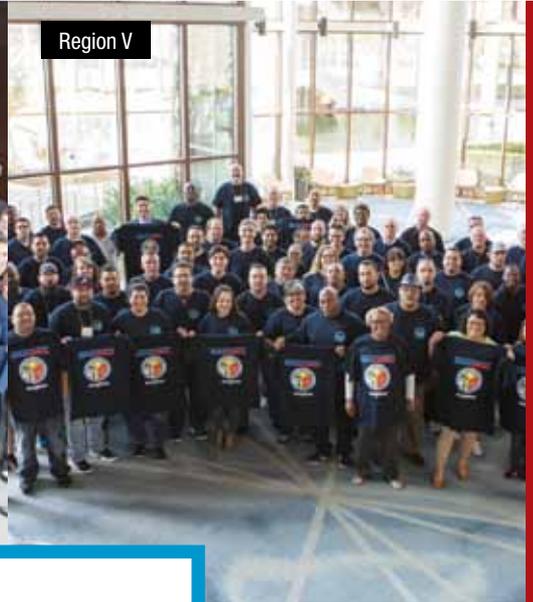
Regional Conferences Build Union Power!



Region I



Region II & III



Region V

Hundreds of UWUA rank-and-file members and officers are participating in the 2016 Regional Conferences. Under the theme of “Repower Our Local Unions: Fighting Today for a Better Tomorrow,” Utility Workers are building union power by getting back to basics.

The conferences focus on arming local leaders with the tools they need to succeed at a time of increasing employer aggression and a hostile political environment for working people and their unions.

These tools include: collective bargaining, grievance handling, internal organizing, communications, corporate campaigns, time management, community alliances, and financial training.

Significant time is being spent at the conferences on advanced collective

bargaining, steward training, and learning Member-to-Member communication skills to engage, motivate,

and mobilize members on the shop floor and in their communities.



“We’re looking at safety, we’re looking at education, and

we’re looking at the future of work. As things change, we have to adapt. That’s what these conferences are all about. ... The take away for people is that we have to be continuous learners. The world is changing around us, especially in our industry. It’s up to each and every one of us to help direct that change. Our future is in our hands.”

— Mike Langford, UWUA National President



Because what is won in collective bargaining negotiations can be lost with the stroke of a pen in the halls of Congress, and 2016 is a critical election year, attendees are focusing on what needs to be done to elect candidates who will fight to protect the rights of working people.

UWUA President Mike Langford is telling participants, “We ask that you take the information we discuss at this important conference back to your local and use it to educate and motivate our members. Together, we are committed to total victory in 2016. And that means victory at the bargaining table and victory at the polls. We look

forward to discussions with you that best build on our strengths and help provide



Steve Wyatt

you with the tools to best represent our members. Together we are committed to Fight Today for a Better Tomorrow!”

UWUA National President Langford, Executive Vice President Steven VanSlooten, Secretary-Treasurer Mike Coleman, and National Vice President John Duffy are giving reports, as are members of the Human Rights and Young Workers Initiative Committees, and the Women’s Caucus Co-Chairs.

In addition to learning new skills, building relationships and sharing information is always an important part of the regional conferences. Combining all of these things builds union power.

Labor unions have existed in the

U.S. for over 200 years. Their mission had always been to protect and advance the rights of working families. Protecting the rights of union members requires strong leadership to bargain and enforce contracts that protect their rights.

The passage of the National Labor Relations Act (NLRA) in 1935 made it illegal for private employers to deny

unions representing their members the right to engage in collective bargaining. These rights were later won by public employees. Although the law requires employers to bargain



Region V CA Local 132 Young Workers, left to right, Jessica Evans, Eric Hofmann, and Steven Lucero.



— Valerie King, Co-Chair, UWUA Women’s Caucus

“Sisters, is it not evident that this is our time to make a difference

in the lives of other women? We can make an impactful difference. How do we do that? By developing a model for all locals for developing a women’s committee, or resurrect a women’s committee.”

“These conferences are meaningful, especially for new members. They have a chance to sit in on presentations and workshops where they can learn about things like contract negotiations, grievance processing, and the other things that the union does.”



— Carl Wood, UWUA Director of Regulatory Affairs



David Radtke



Paul McCarthy



Kevin Kretschmer



Regional Conference workshops and facilitators

- ▶ **Legal Rights and Bargaining** – David Radtke, UWUA General Counsel; Partner, McKnight, Canzano, Smith, Radtke & Brault
- ▶ **Contract Costing** – Steve Wyatt, Labor Consultant, Leadership, Education & Development LLC
- ▶ **Rights, Roles & Responsibilities for Stewards** – Paul F. McCarthy, President, Collective Bargaining Associates

In addition, participants hear presentations on:

- ▶ **Social Media** – A National Strategy – Kevin Kretschmer, Partner & Creative Director, m., a digital impact agency
- ▶ **Union Veterans** – Will Fischer, Union Veterans Council
- ▶ **Union Sportsmen’s Alliance**

with unions, it doesn’t require that they agree to anything. The only way to win fair contracts is to be prepared to bargain and have the leverage and

power to force the employer to say “yes.”

That’s the goal of the regional conferences, building union power

to get employers to say “yes” to fair pay, good benefits, and safe working conditions.



— Chauffe Schirmer, Treasurer, Local 127

“Instead of each local working individually and reinventing the wheel, we can build and make each objective that much more powerful as a collective movement together.”

“This is how we grow, by having people come to these conferences. Our members are in all classifications. We need to represent our call centers just as much as we need to represent our linemen.”



— Rob Howard, Region V Human Rights Advisor



Know Your Weingarten Rights

An employee's right to union representation

The right of employees to have union representation at investigatory interviews was announced by the U.S. Supreme Court in a 1975 case (NLRB vs. Weingarten, Inc.). These rights are known as the Weingarten rights.

Employees have Weingarten rights



only during investigative interviews. An investigative interview occurs when a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his or her conduct.

If an employee has a reasonable belief that discipline or other adverse consequences may result from what he or she says, the employee has the right to request union representation. Management is not required to inform the employee of his/her Weingarten rights; it is the employee's responsibility to know and request.

When the employee makes the request for a union representative to be present, management has three options:

- It can stop questioning until the representative arrives;
- It can call off the interview, or
- It can tell the employee that it will call off the interview unless the employee voluntarily gives up his/her rights to a union representative.

Employers will often assert that the only role of a union representative in an investigatory interview is to

observe the discussion. The Supreme Court, however, clearly acknowledges a representative's right to assist and counsel workers during the interview.

The Supreme Court has also ruled that during an investigatory interview, management must inform the union representative of the subject of the interrogation. The representative must also be allowed to speak privately with the employee before the interview. During the questioning, the representative can interrupt to clarify a question or to object to confusing or intimidating tactics.

While the interview is in progress, the representative cannot tell the employee what to say, but he or she may advise them on how to answer a question. At the end of the interview, the union representative can add information to support the employee's case.



— Will Fischer, Union Veterans Council

"I'm so proud to call the Utility Workers a strong and

very active affiliate within the Union Veterans Council. I am hard pressed to think of any union that is doing more work with and for veterans than the UWUA."

"I think it's important that, if you are going to be a member of a union, you understand the inner workings and understand that there's a lot more than just showing up and paying your dues. Get a better grasp of the labor movement, as well as the internal structures of your organization."



— Michael Colacion, President, Local 246

UWUA Forges Global Union Solidarity at Spanish Energy Giant Iberdrola

As the utility industry becomes increasingly multinational, the UWUA is strengthening its bonds with global unions, both to advance international solidarity and to defend the interests of UWUA members working for overseas companies.

One case in point involves Spanish energy giant Iberdrola, which employs 28,000 workers in nearly 40 countries, including Spain, the U.S., the United Kingdom, Brazil, and Mexico. In December, Iberdrola acquired Connecticut based UIL Holdings, now renamed AVANGRID.

The UWUA represents workers at three AVANGRID locations: gas utility workers represented by UWUA Local 380 at Connecticut Natural Gas in Greenwich; electric distribution and other hourly workers, electric dispatchers, field engineers, and other technical employees represented by UWUA Local 470-1 at United Illuminating in Bridgeport-New Haven; and Local 470-1 gas dispatchers at a Southern Connecticut Gas liquefied natural gas facility in Milford.

Spanish union official attends Region I Conference

In May, the UWUA hosted Antonio Rodriguez – a top official for the largest trade union representing Iberdrola workers in Spain – at the UWUA Region I Conference in Providence, R.I. Rodriguez is the general secretary for the Iberdrola section of FICA-UGT, which represents over 300,000 workers in Spanish energy, chemical, metals, construction, and other industries.

In his address to Region I delegates, Rodriguez emphasized the importance of global solidarity in dealing with multinational companies like Iberdrola.

“International solidarity is fundamental to trade unions,” Rodriguez declared to a standing ovation from UWUA



Left to right: Rob Eubanks, president, Connecticut Independent Utility Workers Union; Antonio Rodriguez, general-secretary, Iberdrola Section FICA-UGT of Spain; Jesus Guillen, interpreter; Moses Rams, president, UWUA Local 470; Mike Langford, president, UWUA; Steven VanSlooten, executive vice president, UWUA.

delegates. “Unity of action between unions is one of our strongest assets and indeed one of the reasons for our very existence.”

UWUA lays groundwork for work with Iberdrola unions

Placing words into action, UWUA national and local union leaders representing AVANGRID workers met with Rodriguez privately during the conference to lay the groundwork for future cooperation between UWUA and the UGT. Those discussions were led by UWUA National President Mike Langford, and were joined by Steven VanSlooten, UWUA executive vice president; Moses Rams, president of UWUA Local 470-1; and Rob Eubanks, president of the Connecticut Independent Utility Workers Union.

The CIUW represents AVANGRID workers at Connecticut Natural Gas in the Hartford area. Eubanks attended the conference by special invitation of the UWUA national president.

“These discussions were hugely productive,” Eubanks noted. “I appreciate the UWUA’s efforts to bring together unions from the U.S., Spain, and

elsewhere to build a strong alliance for all workers at Iberdrola.”

UWUA unites with British unions at Iberdrola

The visit by Rodriguez to the Region I conference followed earlier meetings concerning Iberdrola between UWUA and British union GMB. The GMB is one of the largest unions in the U.K. and represents workers at Scottish Power, acquired by Iberdrola in 2007.

Gary Smith, GMB’s Scottish regional secretary, met in April with UWUA and CIUW leaders in Connecticut to discuss Iberdrola’s acquisition of UIL. The UWUA and GMB have joined forces in the past, especially concerning disputes involving British-based National Grid.

In the April discussions, Smith pledged the GMB’s support for UWUA plans to forge close cooperation between all unions representing Iberdrola employees.

“International solidarity is critical for union workers to keep pace in today’s global economy,” Smith noted. “We are committed to continue our work with UWUA on issues of mutual concern at Iberdrola, National Grid, and other companies.”

SECRETARY-TREASURER'S REPORT

Utility Workers Union of America, AFL-CIO

Statement of Financial Position

December 31, 2015

	Unrestricted				Temporarily Restricted		Total
	General Fund	Special Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	COPE Fund		
CURRENT ASSETS							
Cash and cash equivalents	\$ 1,432,483	\$ 288,559	\$ -	\$ 10,100	\$ 183,135	\$ -	\$ 1,914,277
Accrued interest receivable	\$ 982	\$ 1,953	\$ -	\$ -	\$ -	\$ -	\$ 2,935
Per capita receivable	\$ 1,160,911	\$ 131,036	\$ -	\$ -	\$ -	\$ -	\$ 1,291,947
Accounts receivable	\$ 35,596	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 35,596
Due from (to) other funds	\$(1,181,364)	\$ 1,181,364	\$ -	\$ -	\$ -	\$ -	\$ -
Receivable from locals for bond premiums	\$ 17,728	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 17,728
Prepaid expenses	\$ 105,542	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 105,542
Note receivable - current	\$ 252,211	\$ 28,438	\$ -	\$ -	\$ -	\$ -	\$ 280,649
Total current assets	\$ 1,824,089	\$ 1,631,350	\$ -	\$ 10,100	\$ 183,135	\$ -	\$ 3,648,674
Investments	\$ 5,129,976	\$ 2,800,502	\$ -	\$ -	\$ -	\$ -	\$ 7,930,478
Furniture and equipment	\$ 29,822	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 29,822
Total assets	\$ 6,983,887	\$ 4,431,852	\$ -	\$ 10,100	\$ 183,135	\$ -	\$ 11,608,974
LIABILITIES AND NET ASSETS							
Current liabilities							
Accounts payable and accrued expenses	\$ 363,024	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 363,024
Amounts due for unsettled investment purchases	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Funds held on behalf of others	\$ 3,205	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 3,205
Total current liabilities	\$ 366,229	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 366,229
Long-Term Liabilities							
Accrued postretirement benefits cost	\$ -	\$ -	\$ 1,212,877	\$ -	\$ -	\$ -	\$ 1,212,877
Deferred compensation liability	\$ 552,164	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 552,164
Total long-term liabilities	\$ 552,164	\$ -	\$ 1,212,877	\$ -	\$ -	\$ -	\$ 1,765,041
Total liabilities	\$ 918,393	\$ -	\$ 1,212,877	\$ -	\$ -	\$ -	\$ 2,131,270
Net Assets							
Unrestricted	\$ 6,065,494	\$ 4,431,852	\$(1,212,877)	\$ 10,100	\$ -	\$ -	\$ 9,294,569
Temporarily restricted	\$ -	\$ -	\$ -	\$ -	\$ 183,135	\$ -	\$ 183,135
Total net assets	\$ 6,065,494	\$ 4,431,852	\$(1,212,877)	\$ 10,100	\$ 183,135	\$ -	\$ 9,477,704
Total liabilities and net assets	\$ 6,983,887	\$ 4,431,852	\$ -	\$ 10,100	\$ 183,135	\$ -	\$ 11,608,974

Statement Of Activities

Year Ended December 31, 2015

	Unrestricted				Temporarily Restricted		Total
	General Fund	Special Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	COPE Fund		
REVENUE							
Per capita dues	\$ 10,008,839	\$ 1,121,898	\$ -	\$ -	\$ 11,130,737	\$ -	\$ 11,130,737
Initiation and charter fees	\$ 44,307	\$ -	\$ -	\$ -	\$ 44,307	\$ -	\$ 44,307
Interest and dividends	\$ 128,028	\$ 70,486	\$ -	\$ -	\$ 198,514	\$ -	\$ 198,514
Allocation of interest and dividends	\$ 70,486	\$ (70,486)	\$ -	\$ -	\$ -	\$ -	\$ -
Net appreciation (depreciation) in fair value of investments	\$ (244,637)	\$ (81,629)	\$ -	\$ -	\$ (326,266)	\$ -	\$ (326,266)
Contributions	\$ -	\$ -	\$ -	\$ 5,000	\$ 5,000	\$ 169,175	\$ 174,175
Royalties	\$ 121,280	\$ -	\$ -	\$ -	\$ 121,280	\$ -	\$ 121,280
Grant revenue	\$ 255,498	\$ -	\$ -	\$ -	\$ 255,498	\$ -	\$ 255,498
Other	\$ 112,921	\$ -	\$ -	\$ -	\$ 112,921	\$ -	\$ 112,921
Net assets released from purpose restriction	\$ 21,105	\$ -	\$ -	\$ -	\$ 21,105	\$ (21,105)	\$ -
Total Revenue	\$ 10,517,827	\$ 1,040,269	\$ -	\$ 5,000	\$ 11,563,096	\$ 148,070	\$ 11,711,166
EXPENSES							
Change in Net Assets	\$ 725,651	\$ 36,183	\$ (89,419)	\$ 5,000	\$ 677,415	\$ 148,070	\$ 825,485
NET ASSETS							
Beginning of year	\$ 5,339,843	\$ 4,395,669	\$ (1,123,458)	\$ 5,100	\$ 8,617,154	\$ 35,065	\$ 8,652,219
End of year	\$ 6,065,494	\$ 4,431,852	\$ (1,212,877)	\$ 10,100	\$ 9,294,569	\$ 183,135	\$ 9,477,704



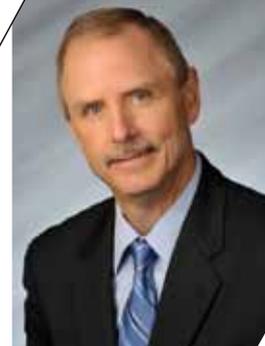
Mike Coleman
Secretary-Treasurer

Statement of Expenses

Year Ended
December 31, 2015

Salaries	\$ 3,720,915
Lost time payments	\$ 18,828
Payroll taxes	\$ 249,263
Pension	\$ 870,869
Other fringe benefits	\$ 626,548
Postretirement benefits	\$ 359,792
Expenses	\$ 274,699
Transportation	\$ 389,754
Executive Board expenses and allowances	\$ 441,123
Office rent and services	\$ 263,130
Supplies and materials	\$ 124,501
Postage and delivery	\$ 25,574
Telephone	\$ 84,315
Insurance	\$ 156,267
<i>The Utility Worker</i>	\$ 228,581
Professional services	\$ 950,495
Dues and subscriptions	\$ 59,819
Scholarships	\$ 10,222
Contributions	\$ 8,225
COPE Fund contributions	\$ 21,105
Affiliation fees	\$ 452,003
Conferences and meetings	\$ 136,555
Grant expenses	\$ 257,952
Organizing campaigns	\$ 17,930
Political education	\$ 4,146
Depreciation and amortization	\$ 13,444
Per capita reimbursed upon request	\$ 124
Convention	\$ 1,053,971
Other	\$ 65,531
Total	\$10,885,681

Training, Union Benefits and Organizing, to Build a Better Tomorrow!



Steven VanSlooten
Executive Vice President

Focusing on organizing new members and utilizing the power of the UWUA National Trust Funds.

By increasing the membership of the UWUA, we are better able to defend the wages, benefits, and working conditions of our current members. At the same time, we will be building union strength by bringing the benefits of a UWUA contract to more people that work in our industries and that's beneficial for everyone.

Through the UWUA National Trust Funds, we offer professionally-managed training with experienced union members training union members, health care plans, and retirement plans.

A union with solutions

This issue of *The Utility Worker* includes a number of articles about our recent organizing victories. These victories are a result of the decision at the 2015 National Convention to expand the organizing program.

Convention Resolution 11, "A Union with Solutions – Building Our Union Through New Organizing," stated, in part, "Through contract negotiations, UWUA locals can both protect their current membership and lay the groundwork for new organizing. The UWUA has created model contract language for neutrality, access to property, and card check language for use at every contract negotiation."

That's what we are doing. Our organizing efforts focus on people who are employed by utilities where we already have contracts, and employers where we are able to gain neutrality and card-check recognition that allows us to talk to employees without interference. As a result, we are growing!

The promotion of the UWUA National Trust Funds is also an outgrowth of decisions made by Delegates at the National Convention: to assure that the membership's benefits and training needs are addressed in the most comprehensive and cost-effective manner.

As a result, the UWUA sponsors the UWUA Health & Welfare Trust Fund, UWUA Deferred Compensation (401k) Trust Fund and the UWUA Power for America Training Trust Fund.

Our Health & Welfare Fund provides the full spectrum of benefits — healthcare, vision, dental, life, HRA's and VEBA's — at a competitive price. It is a Taft-Hartley fund administered

by a Board of Trustees composed of an equal number of union and employer representatives.

A proven record

Not only are we able to provide a wide range of benefits through these funds, we are finding it to be a powerful tool in keeping employers honest in contract negotiations. When companies come to the negotiating table and say healthcare costs are going through the roof and, therefore, our members are going to have to increase their payments to maintain coverage, our union representatives are able to offer a proven alternative. When we do this, we find that some employers say their plan wasn't as expensive as they thought and proposals are withdrawn.

The bottom line is some employers don't want to relinquish their control of benefit funds. They don't want our members/their employees to receive these benefits from the union's funds, further strengthening the role of the union.

When we provide the training, the union becomes a bigger player in its members' lives. And, what's not lost to enlightened employers, our training is better than company-provided training. We know that when experienced union members do the training, the knowledge of decades of real

life experience is transferred. This is a value that can never be replicated.

An added benefit to using the P4A as the training of choice, besides having the best-trained workers at a cost effective price, is if the money for training goes to the union's training trust fund, a Taft-Hartley fund, it always goes towards training. This assures the company that it has a well-trained workforce.

Our organizing and benefits programs are part of our long-term strategic plan to grow the union and improve our members' lives. By doing so, we will also protect public and national interests in our delivery of water, gas, and electricity.

I encourage everyone, whether it's during negotiations or a mid-term contract agreement, to include UWUA benefit funds, training, and new organizing opportunities on your list of things to be addressed through collective bargaining.

"I encourage everyone, whether it's during negotiations or a mid-term contract agreement, to include UWUA benefit funds, training, and new organizing opportunities on your list of things to be addressed through collective bargaining."

Memorial Day – A Day to Honor and Remember Those Who Made The Supreme Sacrifice For Our Country and the World



John Duffy
National Vice President

While Memorial Day is a holiday weekend that marks the unofficial start of summer with back yard barbecues, we must always take time to remember those brave men and women who are no longer with us, and whose families suffered tremendous grief at the loss of their family member(s) so that the world would be a better place.

Probably no family suffered more than the Sullivan family in one single wartime event. Tom Sullivan married Alleta Abel in Waterloo, Iowa in 1914. They had seven children, five boys and two girls: 1914-George Thomas, 1916-Francis “Frank” Henry, 1917-Genevieve Marie, 1918-Joseph Eugene, 1919-Madison “Matt” Abel, 1922-Albert “Al” Leo, and Kathleen Mae in 1931.

Secure the nation

When the Sullivan brothers received word about the death of their friend, Bill Ball, who was on the battleship Arizona when the Japanese attacked Pearl Harbor, they decided to enlist in the Navy. They enlisted on January 3, 1942, with the stipulation that they serve together. The Navy had a policy of separating siblings, but this was not strictly enforced and so, all five brothers were assigned to the *USS Juneau*.

On November 13, 1942, the *USS Juneau* was struck twice by torpedoes from Japanese submarines. It is believed that the second torpedo hit at or near the ammunition magazines and the ship exploded and quickly sank with none of the five brothers surviving. And, as if things couldn't get any worse, their youngest sibling, Kathleen Mae, died just five months later of pneumonia at twelve years old.

The Navy named two destroyers *The Sullivans* to honor the brothers: *The Sullivans* (DD-537) and *The Sullivans* (DDG-68). DD-537 was the first American Navy ship ever named after more than one person. The motto for both ships was “We stick together.” Al Sullivan’s son served on board the first *USS The Sullivans*. His grandmother christened the first ship. The second *USS The Sullivans* was christened by Al’s granddaughter Kelly Ann Sullivan Loughren.

The best way to honor the memory of those who made the supreme sacrifice is to do the most we can for the survivors of war. There is no reason why military veterans of the richest, most powerful nation on earth should find themselves on unemployment lines, or why a Veterans Administration is dealing with budget cuts.

Last year, the Republican controlled U.S. House of Representatives passed a 2016 budget bill for the Department of Veteran Affairs.

H.R.2029 is \$1.4 billion less than requested by the President and affects the availability and quality of services for tens of thousands of veterans. Why is it that those that are the first to vote for war, are the last to help our veterans when they come home?

UWUA and veterans

Look at all the corporate money that is spent to lobby Congress. Wouldn't it be something if just some of that money was spent on behalf of veterans? After all, US corporations are a major beneficiary of a strong national defense. We've talking about billion dollar corporations like Verizon who refuse to bargain a fair contract with their striking workers and continue to offshore more and more jobs that could be given to our veterans. What a disgrace!

Because we can't depend on wealthy corporations or right wing politicians to do the right thing by our veterans, your National Union has been active in

finding good jobs in the utility industry for our veterans through the Utility Workers Military Assistance Program (UMAP). To date, hundreds of veterans are now gainfully employed through this program. To learn more about UMAP visit the National Union's website at uwua.net.

This Memorial Day, the Iraq Afghanistan Veterans Association (IAVA) layed a wreath before the Tomb of the Unknown Soldier at Arlington National Cemetery at 12:01 EDT. Together, as a nation, we honored those who made the supreme sacrifice for our country and the world by gathering with friends and family and pausing for a moment of silence.



“The best way to honor the memory of those who made the supreme sacrifice is to do the most we can for the survivors of war. There is no reason why military veterans of the richest, most powerful nation on earth should find themselves on unemployment lines, or why a Veterans Administration is dealing with budget cuts.”

The regional conferences are an opportunity for the Women's Caucus to provide a guide for all locals to gain momentum and resurrect their local women's committee. We have a charge to empower women, and mentor them to take on more leadership roles. We are looking for "Game Changers" to take the baton and pave the way for the "Next Generation of Leaders."

The Women's Caucus presentation at the regional conferences reiterates our Mission and Vision, as well as a Model/Action Plan that offers strategies for locals to utilize in

jumpstarting committees via traditional methods (checking By-laws/Constitution, appointed by President), or non-traditional methods (identify-

WOMEN'S CAUCUS

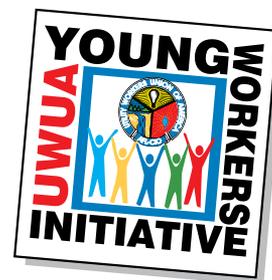


Valerie King, Co-Chair, UWUA Women's Caucus

ing members who are already involved in Community Activism and supporting their charity and/or cause). And then, simply asking possible Women's Caucus members whether they would bring their enthusiasm to support upcoming union initiatives. It starts with an "ask" and then you will have a committee of volunteers, and ultimately a Women's Committee all by the way of determining their interests, strengthening the bond of unionism, and increasing participation in union activities.

There are three areas of focus: 1) Community Outreach (food bank, homeless shelters, veteran initiatives, etc.); 2) Health and Educational Workshops (financial workshops, women leadership seminars/conferences, breast cancer walks, etc.); and 3) Political (voter registration, COPE education, upcoming election) that the women can research and use as a basis for initiatives within their locals and engaging support for their committee.

Young Workers Steppin' Up!



UWUA Young Workers Initiative Committee members are hard at work involving themselves in their locals, communities, and bringing awareness to a number of issues surrounding the labor movement. In each UWUA region, young workers are doing community outreach projects and reporting out at their regional conferences.

In addition to working in their communities on such projects as raising funds to support youth programs, feeding the hungry, health care, park and playground restoration Young Workers are bringing the Member-to-Member program to their locals, and developing relationships that will help build the union.

With everyone working and children being more involved in more extracurricular activities than ever before, time is precious. As a result, the Young Workers are promoting the use of social media to communicate more effectively with members. Streaming videos, messages and informational updates online can streamline and improve the ability to mobilize and organize UWUA members.

Through the use of social media, Young Workers are getting the message out that unions are not the ones creating the massive inequality in this country. Rather, unions are here to give workers a voice at the workplace; some dignity, an honest day's pay for an honest day's work. Unions are here to keep the middle class, the working class. Unions are here to balance the scales for working people from greedy executives and hedge fund managers on Wall Street. Unions are here to unite us. Above all, unions are here to stay!

Young Worker Initiative Committee Members

Region I

- Sharon Griffith, Local 1-2, New York
- Craig Pinkham, Local 369, Massachusetts
- Quiana Roberson, Local 601, New Jersey

Region II

- Clinton Carson, Local 102-G, Pennsylvania

Region III

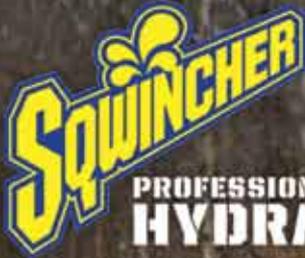
- Ryan Meadows, Local 175, Ohio
- Paul Talboo, Local G555, Ohio

Region IV

- Matthew Koch, Local 107, Michigan
- Nick Passarelli, Local 18007, Illinois
- Joseph Fern, Local 18007, Illinois
- Jason Colwell, Local 223, Michigan

Region V

- Steven Lucero, Local 132, California
- Eric Hofmann, Local 132, California
- Jessica Evans, Local 132, California



ENTER TO WIN!

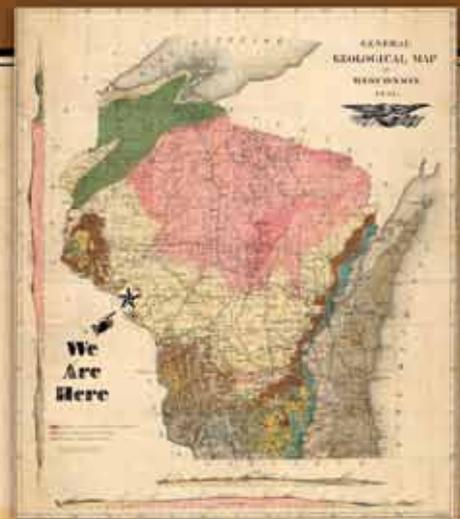


TROPHY WHITETAIL HUNT IN FAMED BUFFALO COUNTY WITH PAT & NICOLE!

The Union Sportsmen's Alliance and **Squwincher Hydration** have teamed up to send one lucky AFL-CIO union member on an all-expense paid muzzleloader hunt in famed Buffalo County, Wisconsin - *the #1 county in the world for Pope & Young record whitetails* - for trophy whitetail with outdoor celebrity couple Pat and Nicole Reeve of Driven TV.

GRAND PRIZE PACKAGE

- Roundtrip airfare
- Onsite lodging and meals at Bluff Country Outfitters lodge
- Ground transportation
- 5-day guided hunt
- License and tags
- Thompson Center rifle
- Carhartt hunting gear



A \$5,000 VALUE! ★ ENTER TODAY AT:
WWW.UNIONSPORTSMEN.ORG/SQWINCHERHUNT

Deadline: August 5, 2016. Promotion available to AFL-CIO union members.

Human Rights Committee is Ready, Willing and Able



Clinton Carson
Chair, Human Rights
Committee

At each regional conference, members of the Human Rights Committee present information geared toward building understanding among the increasingly diverse UWUA membership and, by so doing, building the power of the union.

Given how the presidential campaign is shaping up, there is no better time to educate, agitate, and mobilize members to defend their hard-fought gains from those who would like to divide and conquer workers and their unions.

The Human Rights Committee members' presentations are interactive, requiring conference participants to take the time to consider a number of things that are often not addressed in the hustle and bustle of daily life.

For example, they ask:

Your Power: are you exercising it?

- Workplace Power: Are members united to work for better working conditions?
- Community Power: Is your local involved in your community, and is your local aware of how you are involved in your community?
- Political Power: Is your local regularly communicating with your elected officials? Are you aware which elected officials represent your members? Are members contributing to COPE?

Are you working for Solidarity?

- What actions are you taking to limit splintering your local?

- How well do the officers in your local work together?
- How much support do you provide your local?
- Are you choosing to participate, or not, based solely on selfish reasons?

These questions are all very much worth considering.

Human Rights Committee members are available to work with locals to help maximize the union's power.

Here is a sample of what they can provide:

- Design, customize and implement skills building workshops for large and small locals.
- Provide threat assessment support for local officers. (Leaders don't often know what threatens their local. Committee members help evaluate negative situations and provide solution-based advice.)
- Help develop a local human rights person or committee.
- Provide diversity and/or communications training for officers and the local.
- Assist with organizing.

For further information, do not hesitate to contact the Human Rights Committee member in your region, or the National Union.

UWUA
**HUMAN
RIGHTS**
Committee

The UWUA Human Rights Committee was formed in 1971 and is dedicated to its mission statement: "To provide advocacy, training and support to UWUA local unions and committee members in the areas of human rights, civil rights, and matters of discrimination in the workplace. The committee's priority is to help ensure and support diversity and inclusion in union representation, and diversity and inclusion in energy jobs."

UWUA Human Rights Committee Members

- **Clinton Carson**, Chair and Region II Advisor, Local 102-G, Pennsylvania
- **Milagros Valentin-Grantham**, Region I Advisor, Local 1-2, New York
- **Matthew Marfione**, Region I Advisor, Local 369, Massachusetts
- **Murphy Ball**, Region III Advisor, Local 270, Ohio
- **Nate Waters**, Region IV Advisor, Local 105, Michigan
- **Robert Howard**, Region V Advisor, Local 246, California
- **Kelli Lacy**, Region V Advisor, Local 483, California



2018 UWUA Scholarship Program

For high school junior (grade 11/third year) students who will be completing or leaving high school and entering college in the fall of 2018*

The UWUA Scholarship Program

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

Who is eligible?

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

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

* Students who plan to leave high school a year (or more) early to enroll in college full time should refer to the *Official Student Guide to the PSAT/NMSQT* (or contact NMSC) about when to take the test.

How does a student enter the 2018 UWUA Scholarship Program?

To enter the competition for UWUA Scholarships to be awarded in the spring of 2018: 1) A 2018 UWUA Scholarship Program Entry Form must be filed directly with UWUA by December 31, 2016. The entry form for the 2018 competition (see form on next page) must be completed and mailed to: Utility Workers Union of America Scholarship Program, 1300 L Street, NW, Suite 1200, Washington, DC 20005. **If more than one parent is a member of UWUA, both parents should submit separate entry forms for the student's participation in this scholarship program.** 2) The student **must take the PSAT/NMSQT in the fall of 2016**, on the date his/her

school chooses for the administration. At the beginning of the 2016–2017 school year, the student should obtain a copy of the 2016 Official Student Guide to the PSAT/NMSQT from the high school counselor and make arrangements with the school to take the 2016 PSAT/NMSQT in October.

Important information about the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT):

- The **2016 PSAT/NMSQT is the qualifying test to enter the 2018 competition.** Scores from prior PSAT/NMSQT administrations (2015 or earlier) cannot be used for participation in the 2018 program.
- The **2016 PSAT/NMSQT** will be administered as follows: **Primary test date – Wednesday, October 19, 2016; Saturday test date – Saturday, October 15, 2016; Other test date – Wednesday, November 2, 2016.**
- As a cosponsor of the examination, NMSC receives all 2016 PSAT/NMSQT scores and information students provide on their answer sheets. Students do not need to report their PSAT/NMSQT scores to NMSC.
- For more information about the PSAT/NMSQT or the National Merit Scholarship Program, visit NMSC's website at www.nationalmerit.org.

How are winners selected?

All UWUA Scholarship winners in 2018 will be chosen from a group of candidates who (1) score high on the 2016 PSAT/NMSQT and (2) are notified by NMSC in the fall of 2017 that they may receive further consideration for a scholarship by meeting several academic and other requirements set by NMSC. Scores from the 2016 PSAT/NMSQT will be used by NMSC as an initial screen of applicants in the 2018 Utility Workers Union of America Scholarship Program. **Only those entrants who advance in the competition will be notified on or before December 31, 2017 and receive materials from NMSC.** These students and their high school principals will complete applications that include biographical and academic information that must be filed with NMSC. Scholarship winners will be chosen on a competitive basis and without regard to family financial circumstances, gender, race, ethnic origin, or religious preference. An NMSC committee of professionals trained in selection will choose the winners by evaluating several factors about each eligible candidate; these

include academic record throughout high school, activities/volunteer service, leadership positions, test scores, the school's recommendation of the candidate, and the student's essay. In most cases, winners will be notified by NMSC in March of 2018. All winners are notified directly, prior to any public announcement that may be made about recipients.

What is the amount of the award?

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

Are there requirements that scholarship winners must meet?

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

Who handles scholarship procedures?

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

Questions may be addressed to:

UWUA National Office – (202) 899-2851 or NMSC - (847) 866-5100

Unable to take the 2016 PSAT/NMSQT?

If a student does not take the 2016 PSAT/NMSQT because of **illness, an emergency, or other extenuating circumstance** (but meets all other participation requirements), he/she may still be able to enter the 2018 competition. To request information about possible arrangements for alternate testing, write directly to NMSC as soon as possible after the October 2016 PSAT/NMSQT administration but **no later than March 1, 2017**. Do not delay; the earlier you write, the more options your child will have scheduling test dates. Requests for alternate testing instructions may be sent by: **Fax:** (847) 866-5113 Attn: Scholarship Administration; **E-mail:** scholarshipadmin@nmerit.net **or Mail:** National Merit Scholarship Corporation, Attn: Scholarship Administration, 1560 Sherman Avenue, Suite 200, Evanston, IL 60201-4897. **Your fax or e-mail must be received or your letter postmarked on or before March 1, 2017, for your request to be considered.**

2018 UTILITY WORKERS UNION OF AMERICA Scholarship Program Entry Form

The 2018 UWUA Scholarship Program is for sons and daughters of active members of Utility Workers Union of America, AFL-CIO. If more than one parent is a member of Utility Workers Union of America, both parents should submit entries for the student to participate in this program.

**This entry form is to be completed and returned before
December 31, 2016 to:
Utility Workers Union of America Scholarship Program,
1300 L Street, NW, Suite 1200, Washington, DC 20005.**

Please enter my name in the 2018 UWUA Scholarship Program. The program is open to members' children who will complete high school and enroll full time in regionally accredited U.S. colleges in 2018 and who meet all other participation requirements specified by National Merit Scholarship Corporation (NMSC).

I will complete high school in 2018 and enroll full time in college in 2018: YES NO

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

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

YES, I will take (took) the 2016 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 15, 19, or November 2, 2016. I understand that 2016 PSAT/NMSQT scores will be used by NMSC as an initial screen of applicants in the 2018 UWUA Program. I further understand that scores from prior PSAT/NMSQT administrations (2015 or earlier) cannot be used for participation in the 2018 program.

NO, I did not take the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 15, 19, or November 2, 2016. I understand that I must write directly to National Merit Scholarship Corporation no later than March 1, 2017 (postmark deadline), to request alternate testing instructions. Write to National Merit Scholarship Corporation, Attn: Scholarship Administration, 1560 Sherman Avenue, Suite 200, Evanston, IL 60201-4897; by fax to (847) 866-5113; or e-mail to scholarshipadmin@nmerit.net. The letter will specify that I have filed an entry form in the 2018 Utility Workers Union of America Scholarship Program and am requesting alternate testing instructions.

(PLEASE TYPE OR PRINT)

Name of Applicant: Last _____ First _____ Middle Initial _____

Home Address: Number and Street _____

City _____ State _____ Zip Code _____

Gender: Male Female Birth Date: ____ / ____ / ____ Home Telephone Number: (____) - ____ - ____
(Month/Day/Year)

High School You Currently Attend: Exact Name _____

City _____ State _____ Zip Code _____

High School Where PSAT/NMSQT Taken (if different): Exact Name _____

City _____ State _____ Zip Code _____

Name of Member Parent: _____ Father Mother Stepfather Stepmother

Name of Employing Company: _____

E-mail Address: _____

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

Signature of Applicant

Signature of Parent Who is a Member of UWUA

Date

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

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

Signature of Local Union Officer

Printed Name of Officer

Date

Title of Officer

Daytime Telephone Number

Saluting Our UWUA Retirees

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

Local 1-2

Sylvester R. Alexander
Steven E. Allen
Robert Armistead
Daniel Benson
Richard Bentivenga
Juan E. Chico
Vito Cicciari
Thomas Cuccia
Stewart Cunningham
Barry Daras
Gerald Davis
Doris De Cicco
Richard De Luca
Frank L. Di Marco
Charles Doyle
Marc Etnick
John Fitzmaurice
Roxley Henry
Jerald F. Jones
Steven Mattera
Antonio Merced
Michael Mordeci
John O’Connell
Virgil Reid
Francois L. Remy
Victor Roman
Diane Sessa
Edward Skewes
Owen Sullivan
Thomas W. Swoboda

Local 101

Ann M. Maxwell

Local 103

Douglas W. Aebig
Tim W. Balcom
Jeffery K. Brown
Mark A. Finkler
James G. Goudzwaard Jr.
John E. Goudzwaard
James J. Hoffman
Dave A. Palmer
Michael S. Taghon
Charles A. Treppa
Donald J. Vickers Jr.
John S. Wheeler
Harold E. Wilson
Wayne C. Zahl

Local 104

Arnold “AV” Booker Jr.
Kenneth Roberson
Joseph Schultz
Steven Soule

Local 106

Tim Toll

Local 118

Aldo Damato
Donald Delisio
Gary Durbin
James Gosnell
Ron Hawkins
Daniel Magness
John Nally
Stanley Panezich
Kenneth Phillips
Otto Rosendary
James Schick
Jon Varsho

Local 119

Kimberly Curtis
Thomas Tanner

Local 123

Jeffery L. Bliesener

Local 126

Ron Hoch

Local 127

Allen Balek
Monica Claman
Sheryl Ettles
Jim Heberlein
James Kolczak
Andy Schnorf

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Gilbert Aguilar
Steven Black
Kon Cheung
Michael Heredia
Larry E. Jackson
Pamela Kruse
Danny Loney
Edward Madrid
Joseph Nunez
Gregory Palomera
Sharon Pinkard
Jimmie Rodriguez
James Stickney
Miles K. Wilhite
Debbie Wilkinson

Local 144

Arnold C. Anguiano
John L. Booms
Steven A. Bouza
John W. Craves
Steven D. Denise
William J. DeShano Jr.
James L. Duchaine
Mark Durussell

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Douglas L. Griffith
Donald J. Hammé
Matthew A. Haglund
Raymond C. Johnson Jr.
Dean A. Kohn
Marti J. Meyers
Kim F. Mielsen
Russell L. Nation Jr.
Thomas B. Piotrowski
Cyril L. Sieveke
Scott M. Sugden
Gary A. Wood
Thomas R. Zimmerman

Local 164

James Aurigemma
Robin Pennesi
Tom Resnick

Local 175

James M. Chain
John M. Little
Randal W. Mathews
Gary R. Shelton
William Tucker
Wallingford
Hartzell M. “Mike”
Williams

Local 223

Nancy Aronson
James Bailey
Charles M. Barker
Virginia Beardsley
Ernestine Bush
Robert Clark
Glover Gayles
Dennis J. Haverkate
Daryll G. Haywood
June M. Heath
Scott Hill
Melvin Hyman
Peter Julie
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Keith Mattis
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Kris Miner
Willie Myers
Patrick O’Dell
Sid Page
Ralph Ravenscroft
Leonard Renaud Jr.
Casey Robertson
Latifah Shabazz
Martin Vernier
Michael J. Werner
Kenneth White
Donald Williams

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Local 258

Mark E. Fowler
Timothy J. Kolb

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Ernest J. Kotnik
David J. Krawetzke
Steven W. Marshall
Kevin A. McCormick
Pam Miller
Douglas Petee
Harry D. Redford
Melanie M. Reed
Mark L. Schuon
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Catherine Eysie
William Gill
John Irvine
Kevin Kneeland
Donna Kustka
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George Lynch
Paul H. McClellan Jr.
Gerald J. O’Brien
Bertha Rainville
Jamie Rowe
David Stauber
Patricia Sullivan
Robert Tumas
Patricia Weckesser

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Ricky Christnas
Mark Hilb
Perry Ruta
Joseph Sabo
Richard Shaw
Robert S. Skokandich

Local 406

Michael Fedorko

Local 436 – 436-A

Randy Howell
Norman Papola

Local 470-1

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Allen E. Garner
Pamela Magin
Doris Mae McCown
Willie Wilson Jr.

Local 506

Cathy Holby
Karen Knesch

Local 522

Joseph Aparicio
Thomas J. Chesnut
Robert Grosfield
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Kimberly S. Blankenship
Robin D. Bledsoe
Clifford Bright
Barbara Jean Carr
Katherine A. Casey
Randall Duane Darby
Walter Allan Dobbins
Vicky L. Fritsch
Albert T. Hawkins
Becky Ann Holbrook
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Vickie L. Kent
Theresa A. Klei
Barbara J. Kramer
Peggy A. LaDow
Robert Mead
Deborah J. Meyer
Elaine C. Miller
J. Kelly Penrod
Marlis E. Peterson
Pamela E. Puckett
Josephine R. Queen
Leslie C. Shay-Rouster
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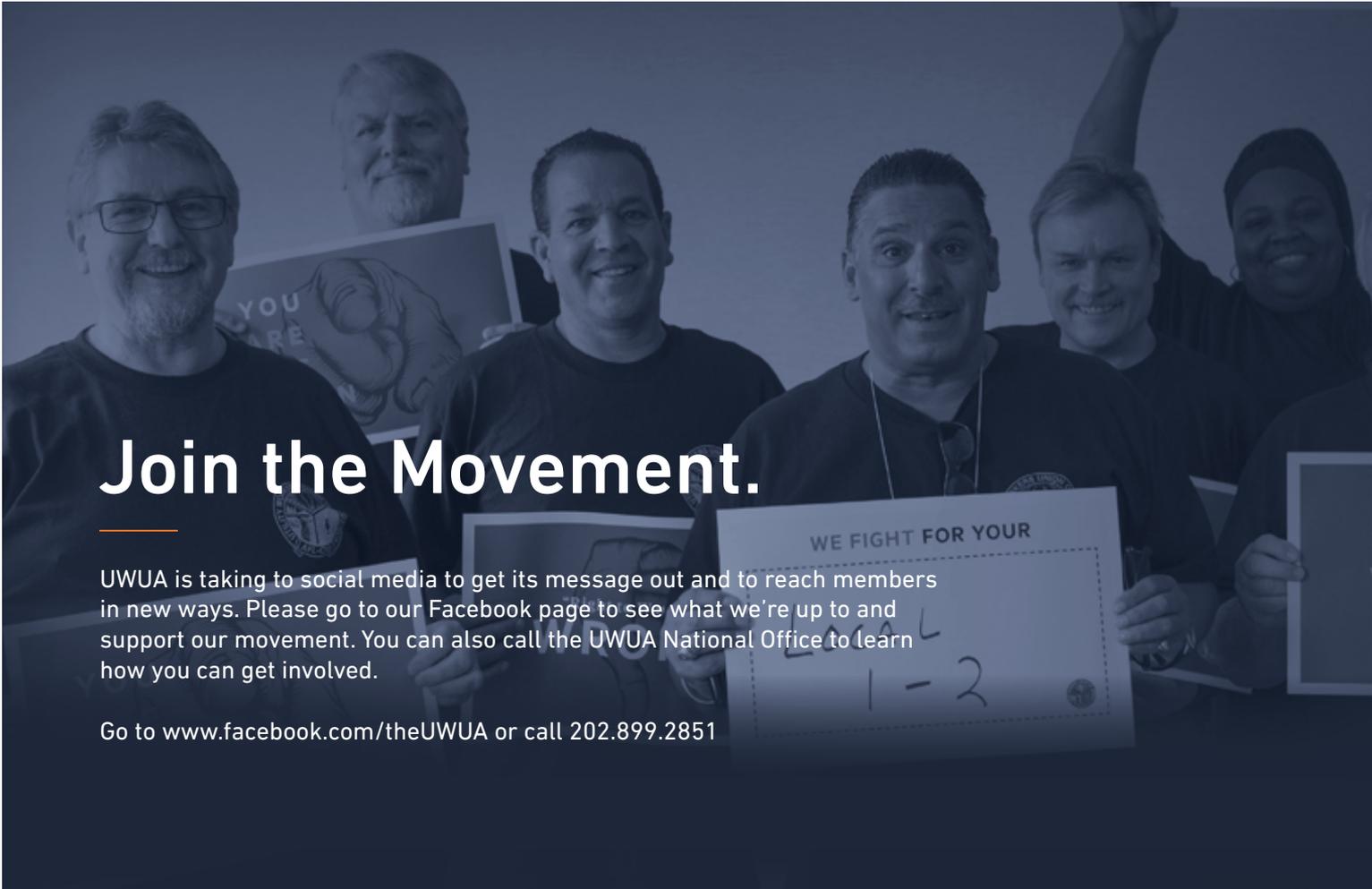
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