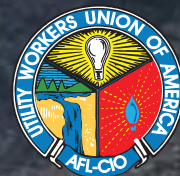


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXI, No. 1 January/February/March 2016

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REPAIR AMERICA, NOW!

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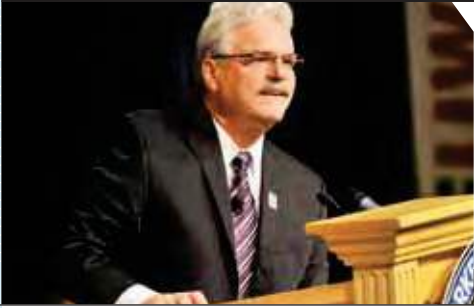
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ON THE COVER



Top: Direct overhead photo of the leaking Aliso Canyon well pad in Los Angeles County. Taken: 2015-12-17. Photo by Earthworks

Bottom: Photo by Bill Pugliano/ Getty Images



D. Michael Langford

The Sky Is the Limit!

As I travel around the country talking to utility workers, labor and industry leaders, I am finding that our call to Rebuild America is hitting the mark.

Most recently, I spoke at the City Club of Cleveland Roundtable. My message was clear: in order to have a thriving economy that works for everyone, be a world leader, and good environmental stewards, we need to rebuild our infrastructure. By doing so, hundreds of thousands of good, family-supporting jobs will be created.

It's a no-brainer. Investing in the grid, pipelines, and our water and wastewater systems will bring huge returns.

So why isn't it happening? In relatively small, but not insignificant ways, it is happening. Some cities and states are acting to repair and rebuild infrastructure, as are some utilities. But it needs to happen nationally. Everyone knows it and is looking to the federal government to make it happen in a big way.

Status quo isn't working

The status quo in Washington isn't working for anyone, except the 1%. The 99% are being left out and left behind. The same is true for the utility industry. Unless you are a big time stockholder, the status quo — run it 'til it breaks mentality — isn't cutting it.

We need an energy policy in this country that will benefit everyone. In order to achieve that, we need more people to say, "Enough is enough. It's time to do what's right. Let's roll up our sleeves and get it done!"

Unfortunately, disasters are becoming the "wake up call." You don't need to look any further than Aliso Canyon, California, and Flint, Michigan for proof of this. These gas and water crises could have been avoided. And, we need to do whatever we can to see that such things do not happen again.

Fortunately, people are coming to the realization that we cannot be a first class country, capable of providing life-supporting services and family supporting

jobs, without investing in our nation's infrastructure. This is common sense.

Though their beliefs are quite different, the successes of Donald Trump and Bernie Sanders reflect widespread dissatisfaction with the status quo.

We are meeting with candidates for office and outlining our goals: we must do everything possible to start moving our water, gas, and electrical systems from the

D- grade they currently receive from our nation's engineers toward an A grade.

Repair America!

In 2013, we committed ourselves to the Repair America campaign with our labor and environmental allies in the BlueGreen Alliance. Since then we have engaged in activities to educate our members, policymakers, legislators, and the

public. We are making progress. It's slow, but it's steady. If we want to protect our jobs, grow our union, and have a liveable planet for future generations, we have no choice.

We know better than anyone because we are first responders to natural and manmade disasters.

When we talk about investing in infrastructure, we also look within ourselves and our union. That's why so much emphasis is placed on skills training and continuous lifelong learning. This makes sure that UWUA members are the safest, most productive, most highly skilled utility workers in the world.

And as new technologies come online, we want to be positioned on the forefront to make sure our members are prepared.

Along with that, we want to better communicate to our members and the public all the positive things that utility workers do to provide life supporting water, gas, and electricity to our country. We are investing in our communications infrastructure to spread the good word about who we are and what we do.

So, as we continue down the path to Reclaim, Retrain, Repower, and Repair America, I say, let's aim high, the sky is the limit!

"It's a no-brainer. Investing in the grid, pipelines, and our water and wastewater systems will bring huge returns."

P4A Training Expands with New Building



The UWUA Power for America training facility opened in 2014 in Potterville, MI. Since then, 1,222 members have been trained by utility workers.



Building on this success, a new facility is being readied for opening to add welding training and more classroom space.

Construction of a new 5,000 square foot training facility continues at the Power for America (P4A) Potterville, MI campus. In addition to the current 10,000 square foot facility, the additional classroom and lab space will meet the training needs of UWUA members and P4A contributing employers.

The highlights of the new training space are the welding lab and 30-person classroom space. The welding lab will feature six new welding stations designed so that students can learn the art of welding while under the careful supervision of P4A instructors. Based on input from UWUA members and reps from contributing employers, the lab will be used for teaching skills to those new to the welding field as well as those who will need to requalify on an annual basis.

The 30-person classroom provides space for larger group trainings at the P4A facility. “In the past, we would have to use outside space to train large groups,” said Executive Director Jon Harmon. “Now we have the space for these large groups to receive training.”

In addition to the larger classroom space and welding lab, trainings can

“The new addition to the Training Center marks not only an extension of the commitment by Consumers Energy to the union training its members, but also provides all participating employers an additional training resource in the high demand area of welding.”

— Pat Dillon, President, Michigan State Utility Workers Council

be conducted on a slip-trip simulator. Trainings on this simulator help new and current UWUA members practice walking on slippery surfaces like those on job sites.

“Working with Consumers Energy, P4A identified the opportunity to address a high demand for welding training,” says Michigan State Utility Workers Council President Pat Dillon. “The P4A trustees committed to addressing the need and voted to invest in the future. The new addition to the Training Center marks not only an extension of the commitment by Consumers Energy to the union training its members, but also provides all participating employers an additional

training resource in the high demand area of welding. It is through this type of collaboration and economies of scale that the Power for America Training Trust Fund can demonstrate its long term value to participating employers and provide the best real world training to UWUA members.”

“In the coming weeks Power for America will be given the keys to the addition to their Potterville Training Center,” says Consumers Energy Learning and Development Manager Todd Marsh. “We look forward to the opportunity to furthering our partnership with P4A by utilizing this new space for the training of our employees.”

UMAP Gas Bootcamp Means Jobs for National Guard and Vets

MSUWC, Consumers Energy, Power for America Team Up

Based on the highly successful Utility Workers Military Assistance Program (UMAP) in Chicago between Local 18007 and Peoples Gas, the Michigan State Utility Workers Council (MSUWC) and Consumers Energy will pilot a gas bootcamp for current Michigan National Guard service men and women, as well as post 9/11 honorably discharged veterans. The idea for the program came to MSUWC President Pat Dillon and Power for America (P4A) Executive Director Jon Harmon after attending the 2015 UWUA National Convention and a regional economic development conference where the high unemployment and under-employment rate for individuals serving in the National Guard was highlighted.

“After the 2015 UWUA National Convention, seeing what Rick Passarelli and Local 18007 had accomplished with their UMAP, the Executive Board and MSUWC membership were determined to follow Local 18007’s lead and build a military assistance program



After completing the initial four-week training, successful individuals will spend three months with Consumers Energy as a paid intern.

reading, gas lines construction laborer and gas lines construction fuser. After completing the initial four-week training, successful individuals will spend three months with Consumers Energy as a paid intern.

Todd Marsh, manager of Learning and Development for Consumers Energy states, “We are looking forward to continuing our partnership with Power for America with the Michigan Gas Bootcamp for veterans. This program will provide foundational skills training in gas construction, as well as health and safety training to prepare veterans for employment with Consumers Energy. Power for America has a proven track record with programs of this nature, and veterans, the community, and Consumers Energy will benefit from this bootcamp.”

for the state of Michigan,” Dillon explains. “Although structured differently, both the MSUWC’s and Local 18007’s programs help show the appreciation the union and its members have for what these individuals have done to ensure both our safety and our way of life.”

Working with Consumers Energy and the Michigan National Guard, the pilot boot camp will train 40 people at the Pottersville, MI P4A facility over four weeks in meter

In state after state, working people vote for politicians who, once in power, turn around and attack them with anti-worker legislation such as “Right-to-Work.” How can we hold politicians accountable once we have elected them to office?

**Kevin Parsons**

Treasurer
Local 69

“The way we can hold legislatures accountable is to call them, e-mail them and request a meeting face to face to discuss the issues with them. If they refuse to respond or meet, make that known to every person in their district or communities they represent. If they vote for a bill that is against the working class, vow to get them out of office. Make this known in the communities they represent. Also, let them know upfront if they vote to harm the working class and vote for big business, you will help in the effort to get them out of office. They are there to represent the people that voted for them. One last thing – educate everyone, union members and the community, to get out and vote because every vote does matter.”

**Becki Mount**

Local 175

“In Ohio, we are becoming surrounded by so-called ‘Right-to-Work’ states. It seems surreal that this is happening in the Midwest. The elected officials in Columbus need to hear from us! If you are not comfortable talking to our elected State Senators or Representatives, you should contact them by letter or e-mail. They need to know we are holding them accountable! It also would be helpful to let them know we are members of the UWUA, we are watching what they do, and we vote!”



Bob Cain

Vice President
Local 304

“West Virginia Local 304 is a fairly new union. To become a union, we were subjected to the worst kind of harassment during the organizing drive. We had supporters threatened, lied to, and even phone calls to their homes. We certified in 2010, fought off a decertification campaign and a merger, and four years later we had a first contract.

‘Right-to-Work’ (for less) is a slap in the face for all of our members who put it all on the line to become a union.

This proves once and for all that business will stop at nothing, including the corruption of the electoral process to the detriment of our state and nation, to oppress, muzzle, dilute, and hamstring those who dare to stand up for their rights at work and demand something better.”

After all we’ve been through, we were sold out by our own politicians, whom we, as union members, have to hold responsible this November. It’s time for working people to pick a side, quit being fooled by divide and conquer, social ‘hot button’ politics. Take to the street to educate and instruct the public and be the activists we are always accused of being. We will remember in November!

Craig Bradford

President
Local 69

“The answer is very simple!!! Vote and vote pro-union, pro-labor candidates. Voting, or lack thereof, allowed this legislation to become law in the great state of West Virginia.”

Looking Forward...

MSUWC Wins First UWU

With the strong push for more environmentally friendly energy sources, such as clean coal, solar, and wind, the topic of new energy technologies was more than a side note during the 2010 contract negotiations between the Michigan State Utility Workers Council (MSUWC) and their largest employer, Consumers Energy.

At the time, Consumers Energy's existing coal-fired baseload generating fleet — averaging 50 years of age — was the oldest in the country and would eventually need to be replaced as they became costly and inefficient to maintain. Seeing the handwriting on the wall, the MSUWC decided to ensure that the utility workers Consumers hired for work in new technologies were represented by, and belonged to, the union.

Side letter brings results

As a result, the 2010 – 2015 contract contained an attachment, overlooked by many, that committed Consumers Energy to staffing new generating assets such as clean coal, wind and solar, with a qualified, flexible and cost-effective workforce of UWUA members. At the time, many did not see the need or the benefit of securing such a commitment.

However, in the fall of 2010, Consumers Energy announced its plan for two wind generating farms, Lake Winds, a 100 megawatt farm on the west side of Michigan, and Cross Winds, a 110



“With the push for clean energy technologies, I’m proud that the MSUWC represents the first organized wind farms under the UWUA. Even better, the new employees of the wind farms, having a choice, all chose to join the union as members of Local 124. Welcome aboard.”

— Pat Dillon, President, MSUWC

megawatt farm with a planned 100 megawatt expansion on the east side of the state. Construction of the Lake Winds farm began in 2011 with an anticipated plants completion in 2012.

Coal plants close

On December 16, 2011, the Environmental Protection Agency (EPA) finalized the first-ever national standards to reduce mercury and other toxic air pollution from coal and oil-fired

power plants. The EPA's plan would require states to reduce emissions of carbon dioxide to 30% below 2005 levels by 2030.

Shortly after the finalization of the new EPA rules, Consumers Energy announced plans to retire its seven oldest coal-fired generating plants by April 2016, marking a 32% reduction of the company's generating fleet and a loss of 950 megawatts of generating capacity.

Union members in O&M

Because of the attachment to the 2010-2015 contract, the MSUWC was able to work with Consumers Energy during the wind farm construction phase to ensure that the future operation and maintenance of Lake Winds would be performed by UWUA members under a MSUWC contract.

Ultimately, the parties agreed that after a two-year warranty maintenance contract between Consumers and the wind farm contractor expired in December 2015, the Lake Winds operation and maintenance would be performed by members of the UWUA.

And on December 21, 2015, seven employees of the operating and maintenance contract provider were offered positions with Consumers Energy as Wind Farm Specialists, and, in a so-called Right-to-Work state, chose to join the UWUA.

A Contract Covering Renewables

From left to right, the Lake Winds Energy Park members are: Steve Walgrave, Dan Bentley, Mike Beyer, (Consumers Energy) Wayne Rinkevicz, Ron Hill, Matt Thompson, Edward LaFreniere, and Alex Rice.



“After working with the Wind Specialists at Lake Winds Energy Park during this transition and seeing their professionalism and expertise in their field, Local 124 couldn’t be happier to have them aboard.”



— Tom Cole, President, Local 124

“This team was very excited at the prospect of becoming part of the UWUA and Consumers family. I am proud of the partnership between the UWUA Michigan State Council and Consumers Energy, which resulted in the establishment of these new positions within the company and the potential they create.”

— Mike Beyer, Production Supervisor II, Lake Winds Energy Park, Local 124

“Being given the opportunity to be a part of Consumers Energy at Lake Winds Energy Park was an honor. Being the first Wind Specialists for Consumers and for the UWUA is something that makes all the hard work we put in, day in and day out, even that much more special and is something I will be proud of the remainder of my life.”

— Alex Rice, Wind Specialist Lead, Lake Winds Energy Park, Local 124

CA Local 132 Internal Organizing Campaign Adds Members, Strengthens Union

UWUA Local 132, representing 3,600 Southern California Gas workers, is building union strength through a new internal organizing program. Over the last several months, by deploying their shop stewards throughout their 20,000 square mile service territory, over 200 workers have signed union cards and now enjoy the full benefits of being UWUA members. This increase to their membership not only strengthens the local, but the new stylistic approach to organizing is better educating newer members of the importance of unionism.

In addition to signing up current SoCalGas employees, the local has calculated the number of new hires and part-timers moving to full time over the next 10 months and expects to sign up more than 450 new members in 2016.

“In order to build a strong local, Local 132 leaders determined it was critically vital to undertake an internal and sustained organizing campaign to sign up new members,” says Local 132 President Robert Hoffman. “To succeed, we knew we needed to have the broadest possible



Edgardo Fuentes signing a union card during a break from his SoCalGas training.

“In order to build a strong local, Local 132 leaders determined it was critically vital to undertake an internal and sustained organizing campaign to sign up new members.”

— Robert Hoffman, President, Local 132

ownership of this organizing vision. We have achieved that with our shop stewards and through the help of the UWUA national staff.”

Working with a small group of shop stewards and UWUA national staff, Local 132 leaders created the infrastructure for the internal organizing campaign. This core group consists of young and energetic seasoned workers, which allows for the passage of institutional knowledge regarding past organizing tactics and stresses the importance of building a

strong union for the future.

The group created Internal Organizing Policies and Procedures; training materials, evaluations/surveys for best practices; and other useful tools. Additionally, the training materials include a section on unionism. This is particularly important because it stresses not only the importance of belonging to a union but also what labor unions have historically won for workers, and what will continue to provide for its workers.

Local 132 has truly recognized the importance of having a strategic internal organizing campaign that uses the infrastructure and power of their shop stewards to assist in this critical endeavor. With this successful internal organizing initiative, Local 132 can now move forward in sustaining lucrative employment with an aggressive approach to “Reclaim, Retrain, Repower and Repair America.”

CA Gas Workers Unite for Jobs, Safety, Environment



Group photo of UWUA, IBEW, and IFPTE members.



Left to right, standing: Dave Sherman, president, UWUA 522; Milton Davis, secretary-treasurer, UWUA 132; Robin Downs, president, UWUA 483; Eric Hoffmann, business agent, UWUA 132. Sitting: Robert Hoffman, president, UWUA 132; Bill Julian, regulatory attorney to UWUA; and Jerry Acosta, UWUA senior national rep.

No other state in the country has taken a more proactive approach to adopting policies to keep UWUA members working, communities safe, and a clean environment than California.

There are numerous reasons for this. Chief among them are the state's historic roll in addressing environmental concerns, and the experience of man-made disasters, such as the 2010 San Bruno gas explosion.

Fallout from the San Bruno blast resulted in the 2014 adoption of UWUA-sponsored legislation requiring the California Public Utilities Commission (CPUC) to reduce methane leakage from gas pipelines. In order to accomplish this, legislators saw the need to give utility workers a seat at the table in developing best practices to cut emissions, and protect workers and the public.

To have the greatest impact, utility workers from around the state are meeting regularly. Most recently, UWUA Locals 132, 483, and 522 successfully organized the third annual

The conference brought together experts from different job classifications, and participants came to a consensus on the most effective ways to reduce methane emissions by establishing best practices amongst the different locals.

Joint Union Gas Conference in Palm Springs. The conference is a partnership of the UWUA, the International Brotherhood of Electrical Workers Locals 1245 and 465, and the International Federation of Professional & Technical Engineers Local 20. These locals represent the workforces of SoCalGas, Pacific Gas and Electric, and San Diego Gas and Electric.

The conference brought together experts from different job classifications, and participants came to a consensus on the most effective ways to reduce

methane emissions by establishing best practices amongst the different locals.

Some examples of best practices include: distribution leak surveys, pipeline patrols, leakage repair schedules, valve maintenance, transmission blow-downs, compressor station upgrades, cathodic protection enhancements, superior mapping and planning strategies and the list goes on.

The group's recommendations are now being presented to the CPUC. It is hoped that a final CPUC ruling will include the group's proposed best practices to ensure a more responsive and comprehensive approach to gas work.

REPAIR AMERICA, N

Aliso Canyon gas leak and Flint water contamination are

The man-made crises in Aliso Canyon, CA, and Flint, MI, are the latest life-threatening emergencies highlighting the urgent need to address the nation's crumbling infrastructure, the backbone of the national economy.

It's becoming more and more critical to invest in the physical and human infrastructure necessary to maintain reliable services to keep the nation strong.

"If we want to be a first class nation, if we want to be a world leader, then we better put our money into rebuilding our water, gas, and electricity infrastructure," says UWUA President Mike Langford.

"It's going to take everybody to say 'enough is enough,' it's time to do what's right!"

"If we want to be a first class nation, if we want to be a world leader, then we better put our money into rebuilding our water, gas, and electricity infrastructure."

— Mike Langford, President, UWUA

Largest recorded gas leak

Natural gas began leaking from a SoCalGas aged well in Aliso Canyon in southern California on Oct. 23, 2015. As a result of the leak, 6,000 residents were relocated, two elementary schools were temporarily closed, and Gov. Jerry Brown declared a state of emergency. The leak lasted for 118 days until it was stopped on Feb. 11.

A University of California study published in *Science* confirmed that the 100,000 tons of methane released at Aliso Canyon was the country's largest recorded natural gas leak, and that it doubled the methane emission rate of the entire Los Angeles basin.



Top: The Flint River, Flint, MI (AP Photo/Paul Sancya). Bottom: On site at Aliso Canyon storage facility natural gas leak. (Kim Rice-Bogdan)

Methane is 85 times more potent than carbon dioxide as a greenhouse gas.

Health hazards from water

Flint water contamination started in April 2014, after the Governor's appointed state administrator/emergency manager decided to cut costs by changing its water source to the Flint River. Officials failed to apply corrosion control treatment, resulting in lead

contamination and a serious threat to public health.

Michigan Governor Rick Snyder declared a state of emergency on January 5, 2016, and President Obama did so shortly afterward.

Between 6,000 and 12,000 children have been exposed to drinking water with high levels of lead. The water change is also suspected of causing other health crises.

NOW!

e proof positive

UWUA doing its part

The UWUA is doing its part to educate members, the public, and policy makers about the importance of solving the country's infrastructure deficit as part of a broad-based coalition of labor, business, finance and government interests in the Repair America Campaign.

A highly skilled workforce is key to the future. One goal of the Rebuild America Campaign is to ensure that all UWUA members remain the highest skilled, safest and most productive in the industries where they work by staying ahead of the technological curve, and by recruiting and training tomorrow's workforce now.

Among the initiatives the UWUA is actively involved with are:

Infrastructure Bank — Passing the National Infrastructure Bank Development Act to finance long-term solutions that repair and upgrade basic systems. The act would leverage hundreds of millions of desperately needed private investment dollars to modernize our nation's infrastructure.

A National Infrastructure Bank could finance energy efficient smart grids; safer, more efficient water systems; transportation systems that cut carbon emissions; energy systems that allow us to further advance the use and transmission of renewable energy, and be an engine of job growth for jobs that cannot be outsourced.

Carbon Capture — As part of its campaign to keep coal plants viable, the UWUA joined with the AFL-CIO and a coalition of fossil fuel companies and environmental groups to push for a legislative tax fix to boost carbon capture and sequestration projects.

The permanent extension of the 45Q tax credit would support research and development of carbon capture technology, and is essential in building a twenty-first century economy that provides large numbers of good paying jobs while addressing environmental concerns.

Stateside Legislation/Regulation

— In numerous states, the UWUA is pushing for legislation and policies to rebuild infrastructure, and sustain and create good jobs, while protecting safety and the environment.

Union-supported legislation in California (Senate Bill 1371) is doing just

Members of the locals of the Michigan State Utility Workers Council volunteered their support for the people of Flint by donating and delivering water. This was all part of the Michigan State AFL-CIO's relief efforts to reach out to residents, identify urgent needs, collect stories, and get people engaged in community action.

Local 105 President Robin McGregor explains, "On January 12, a great union leader, Elizabeth Maye of the UAW, passed away. She was a mentor to me and others. She always helped; so as I thought about how to honor her, I realized that she would want to help the families in Flint that need water. Union members from all over helped to pass out six semi-trucks worth of water. People were so grateful."

Delivering Water to Flint



UWUA Local 101, MSUWC, delivered 348 cases of water to the people of Flint.



UWUA Local 105, MSUWC, delivered 505 cases of water — one case for each member — to the Red Cross in Flint, MI.



Left to right: Robin McGregor, president, UWUA Local 105; Ric Hogerheide, director, Michigan Education Association UniServe; and Dick Long, director, United Auto Workers Retiree Region 1.

that by requiring absolute reductions in leaks of natural gas from pipeline systems, and specifies procedures and timelines for developing a strategy for achieving the reductions. After the Aliso experience, the UWUA and its allies are now working to extend such legislation to cover storage facilities as well.

In a number of other states, the UWUA is supporting efforts to secure investments in upgrading infrastructure, and is meeting with success, particularly in gas.

The nation's engineers have given a D- grade to U.S. infrastructure. No one should accept that! It's time to Reclaim, Retrain, Repower, and Repair America!

Education, Communication, Implementation



Mike Coleman
Secretary-Treasurer

Welcome to 2016, a new year with new opportunities. At the Utility Workers Union of America's 30th convention, we independently passed a number of resolutions that will guide our organization through the next four years. All of these resolutions can be found on our app – available for free from the app store on your smart phone – and website – www.uwua.net.

Our resolutions and our theme are the guiding principles and objectives of our organization, with our theme prominently placed throughout the convention and printed on every constitution book.

Our theme: Reclaim, Retrain, Repower, Repair America!

Interestingly, many of our resolutions are gaining traction in American politics as Presidential Primary candidates discuss the future of America from the need to rebuild our infrastructure to ensuring the voting rights of all Americans. There is also major discussion and focus on retraining America and educating our youth.

Retraining is a major objective of your UWUA national officers. We are actively meeting with local union leaders, employers, and others in our industry to share and promote ideas that will train the current and next generation of utility workers, including capturing new opportunities with our employers through programs like our Power for America Training Trust (P4A).

However, just as importantly, we realize the need to retrain within our organization. We have many new labor leaders throughout the UWUA. We have many new local presidents, treasurers, representatives, and shop stewards. There is no one size fits all training for these new leaders. In fact, many will learn simply the old fashioned way: on the job training (OJT). Our goal is to provide these new leaders with the tools they need to be successful in their respective roles and responsibilities. A step towards that goal includes a back to the basics platform at our 2016 regional conferences.

While we are still finalizing the agenda for the regional conferences, we will have financial training for all attendees that addresses best practices, as well as reporting and compliance requirements. We will have breakout sessions on representation, contract negotiations and contract costing. At the convention, we discussed the advantage of previous union leaders reaching out, mentoring, and sharing their knowledge. We hope to foster that

same approach and build bridges for our rising union leaders.

While we build the bridge for new utility workers and our upcoming leadership, we recognize that there is a generational and technological change in how we learn and communicate. We as Utility Workers recognize that change is inevitable and can be quite an opportunity for improvement. Change and opportunity must also embrace inclusion and communication. We are implementing many new

technological changes in our administration and activities. However, communications is a topic that we like to hear from you: the membership.

Specifically, we would like to know how you receive or research information from your local or the National Union. This is the era of social media, which has its own pros and cons. Some of our members really like to utilize this forum while others abhor the thought of exposing themselves to this media.

Do you prefer communications via email, mass texting, Facebook, etc.? Do you find the National's website informative? Is

it user friendly? We are reevaluating the use of *The Utility Worker* magazine. Do you believe that *The Utility Worker* magazine is useful? Do you read it? Is it effective? Do you have suggestions to improve it? Or, do you believe that we should vacate the use of the magazine entirely?

Let us know what you think

Please know that all communication vehicles have a cost and it is our responsibility to maximize the best media outlet in the most cost effective manner. We are working with our Executive Board, several committees, and media vendors to find and implement the best communication outlet(s).

Utility workers and working Americans will face many challenges and opportunities this year. Many of our members will face the expiration of their respective collective bargaining agreements (CBA) and the experience of uncertainty and angst that goes with contract negotiations. Additionally, many other battles will be fought to preserve the hard fought working conditions and collective bargaining rights that we embrace. Communication and member-to-member interaction is vital. Please feel free to offer your suggestions or ideas to your local or national leadership.

“We are implementing many new technological changes in our administration and activities. However, communications is a topic that we like to hear from you: the membership.”

Successful Training Programs Protect Good Jobs and Builds the Union



Steven VanSlooten
Executive Vice President

In this issue of *The Utility Worker*, we highlight our Power for America Training Trust's continued growth. We are expanding our successful Utility Workers Military Assistance Program for veterans to include the National Guard. We are constructing our second building on the Pottersville, Michigan campus to allow us to train welders. We are adding new classrooms and curriculum to accommodate more apprentice and incumbent worker training in more utilities.

Our multi-employer Training Trust is making a mark in our industry. Our model, utility workers training utility workers, works. We couldn't have implemented and executed it at a better time.

The graying of the workforce brings the retirement of increasing numbers of experienced utility workers. With each retirement, decades of knowledge about a particular utility walks out the door. That knowledge is lost forever.

We've demonstrated that it doesn't have to be that way. We have found a way to capture the knowledge and pass it along to the next generation of utility workers.

The industry is changing at a pace no one has ever seen before and needs a trained, experienced workforce to handle it. We are able to provide the necessary training from experienced workers to do just that.

UWUA members are the highest skilled, safest, most productive workforce in the world. Our Power for America training programs are making sure that this continues to be true into the future.

There's another aspect of the training that doesn't get talked about so much: the importance of having the union at the center of training. Not only do utility workers know the best, safest, most cost-effective way to get the job done, we know that to get the job done right, you have to take care of the person doing the job, and their family.

The only way to ensure workers and their families are taken care of is through a collective bargaining agreement that includes good wages and benefits, and protects safe working conditions.

Throughout our 70-plus year history, we have succeeded in winning, and then protecting, these things for utility workers. That's a major reason why utility workers have the high-

est unionization rate of any other workers in the private sector in this country, 21.4% in 2015.

That is incredible when you think about it. Working people and their unions have been under attack by corporate America and their handpicked politicians for decades.

The unionization rate in the private sector is now below 7%.

States, such as West Virginia and Michigan, the historic heart of the American labor movement, are now so-called "Right-to-Work" states (we call them Right-to-Work-for-Less states). Still, as utility workers we are holding our own. As the industry with the highest rate of organized workers, you know we are in the crosshairs of those who would like to destroy unions in order to take complete control of the workplace.

The only way we have been able to win and maintain such a relatively high unionization rate is through our

collective action. Working together toward a common goal is what we do on the job and in our union. We know cooperation and solidarity on the shop floor gets the job done right. And, we know that's what it takes to win and protect our contracts.

"The only way we have been able to win and maintain such a relatively high unionization rate is through our collective action. Working together toward a common goal is what we do on the job and in our union."

Utility workers training utility workers

Experience is the best teacher. That's why we want to make the benefits of being a union member a reality from the first day someone is hired by a utility. That is our goal with the Power for America Training Trust. From day one, we want utility workers training utility workers, through a union-backed, apprenticeship-type program.

We do that in order to protect our members and their contracts, and to bring what we enjoy to other workers and their families. The benefits are also shared by our employers, who know that our training is top notch and cost-effective, and the public, who get the best-trained people delivering vital services.

Continuous learning ensures utility workers have a career that lasts a lifetime. We want to be the ones providing the learning opportunities, the training, to incumbent UWUA members and future members. By doing the above, we are building a better future for our Society through Union Strength and Solidarity!

Republican Legislators In West Virginia Bow To Their Anti-Labor Puppet Masters



John Duffy
National Vice President

The West Virginia State Legislature wasted no time in giving the back of their hand to their working class constituents by introducing so-called Right-to-Work legislation under Senate Bill 1. Yes, that's right, the number one priority of Republican legislators in West Virginia was a direct attack on workplace democracy. The bill later passed the House of Delegates but was vetoed by Democratic Governor Earl Ray Tomblin. The Governor, through his veto, lived up to his oath of office by protecting the interests of the working men and women of West Virginia. Unfortunately, because a simple majority is all that is needed in West Virginia to override the Governor's veto, the Republican legislature overrode that veto on February 12. This all comes after Right-to-Work legislation failed to pass in 2015.

“The only way to stop this attack on the working class is to be active in electing legislators whose loyalty is with the working men and women who elect them.”

as Freedom Partners Chamber of Commerce that is affiliated with the Koch brothers. The event is an annual gathering of 500 mega-donors that requires a membership fee of \$100,000. No free ride here, except maybe for Senate President Cole who has declared his candidacy for Governor of West Virginia.

While speaking at the event, he specifically addressed his Right-to-Work legislation.

The Koch brothers and their political network have pledged to spend nearly \$900 million ahead of the 2016 elections, more than the Republican and Democratic National Committees combined spent on the 2012 elections.

Attack on freedom

This ramming through of Senate Bill 1, referred to as “The Workplace Freedom Act” is, in fact, a direct attack on workplace freedom. Right wing conservatives constantly preach about government interference in our lives. But, that is exactly what Right-to-Work laws do. They interfere with the right of workers to have majority rule in the workplace, and enter into a mutually agreed upon contract between their democratically formed union, and their employer. Those contracts don't require employees to join the union; they simply require those employees to pay a service fee for the wages, benefits and job security negotiated by the union.

That fee requirement is in keeping with the principle of not living off of someone else's dime when you have the means to pay your fair share. In the case of taxes, there is no ability to opt out. Whether or not you use our public schools, roads, or bridges, everyone must pay their fair share for the greater good of all. In a unionized workplace, the argument of paying your fair share is even more compelling because there is no worker that doesn't directly benefit from a collective bargaining contract.

Proponents of Right-to-Work, such as West Virginia Senate President Bill Cole, have made the hollow argument that Right-to-Work will bring jobs to West Virginia. But, according to reporting by the *Charleston Gazette*, while the push was on for Senate Bill 1, Mr. Cole found the need to attend an event in Palm Springs that was organized by a non-profit group known

We are fighting back

As union members, we all know the economic benefits of being in a unionized workforce. We know that Right-to-Work laws are a clear attempt to weaken unions, and thereby increase the profits of corporate bosses like the Koch brothers who line the pockets of their legislators in exchange for their servitude.

The only way to stop this attack on the working class is to be active in electing legislators whose loyalty is with the working men and women who elect them.

Support One of Our Own

On the heels of the legislative attack on workers in West Virginia, one UWUA member has decided to step up his involvement in the political arena. His name is Kevin Parsons. Kevin is the treasurer of UWUA Local 69, and he is running for a seat in the West Virginia House of Delegates. With contributions from corporate bosses like the Koch brothers funding the campaigns of their anti-union lackeys, Kevin will need lots of help. So I urge you to support one of our own, by sending a campaign contribution to Kevin.

Please make your check payable to:
Kevin Parsons for House of Delegates

Checks are to be mailed to:
5101 Venable Ave. Apt. B Charleston, WV 25304

On behalf of Kevin Parsons, thanks for your anticipated support!

UNION SKILLS. OUTDOOR PASSION. COMMON PURPOSE.






The strength of America's labor movement rises from solidarity based on mutual support, real world craftsmanship and organization. With those three things, mountains can be moved – or parks can be improved, bridges can be built and trails can be made. The Union Sportsmen's Alliance unites union members who love the great outdoors and are willing to volunteer their unique trade skills to help protect our outdoor heritage for future generations through hands-on conservation projects.

Be part of the movement.

JOIN THE UNION SPORTSMEN'S ALLIANCE

WWW.UNIONSPORTSMEN.ORG

   /UNIONSPORTSMEN



FIGHT TODAY FOR A BETTER TOMORROW!

For more than three decades, Americans have experienced an intense corporate assault on democracy – a revolutionary shift from a government “...of the people, by the people, for the people,” to one of corporate rule.

This represents a significant change in the historic values and aspirations of the nation, and is the consequence of a deliberate strategy employed by corporate executives who have used their financial and political resources to change laws and, equally important, attempt to change thinking. “New thinking” is to portray corporations as benevolent institutions revered by all and minimally regulated because, after all, they are “the job creators.” American working families, however, are recognizing a government of “corporate rule” does not and cannot work.

Middle class comes first

As the history of the last few decades shows, following the corporate blueprint condemns working families to flat wages and foreclosed futures. That is why working people are saying, “Enough is enough!” In this important election year, it is working families led by their unions who will defend the country’s democracy and demand “Trickledown Economics” be thrown out and replaced by “Middle Class Economics,” a new economy that is driven by consumers – consumers who are paid a living wage rather than a starvation wage.

The key ingredient to political success is having strong and vibrant unions. That is why the UWUA launched the campaign to Reclaim, Retrain, Repower, Repair America at last year’s convention, and is following it up with a series of 2016 Regional Educational Conferences.



Whether mobilizing for strength during contract negotiations, fighting for legislation to protect working families and electing those who will fight for that legislation, or continuing the UWUA’s legacy of fighting for social justice, it is critical to have the direct involvement from members.

These conferences will focus on rebuilding worker power by returning to “Union 101.”

Winning justice isn’t easy. It requires a sophisticated mix of winning through collective bargaining and servicing workplaces, and then sustaining those gains through effective political action and citizenship programs. Throughout the year, union leaders will be constantly searching for opportunities and different approaches to engage members more. Whether mobilizing for strength during contract negotiations, fighting for legislation to protect working families and electing those who will fight for that legislation, or continuing the UWUA’s legacy of fighting for social justice, it is critical to have the direct involvement from members.

Educating, agitating, and mobilizing members to take personal action can be difficult. Although the challenge of mass

mobilization of members may appear daunting, it’s also vitally important. The billionaire bonanza witnessed today truly threatens the country’s very democracy. The extreme wealth concentrated within a handful of American families, and how that concentration of wealth impacts the quality of life for all Americans, is unconscionable. Consider this:

America’s 20 wealthiest people — a group that could fit comfortably in one single Gulfstream G650 luxury jet — now own more wealth than the bottom half of the American population combined, a total of 152 million people in 57 million households.

This is not the America that the founding fathers envisioned, nor is it the America that has made the population so proud. Unfortunately, current trends show this inequality is actually getting worse. In fact, over the last decade, a huge share of America’s income and wealth gains has flowed to the top one-tenth of the richest 1% — leaving the rest out of the “recovery.”

It doesn’t have to be this way

Things can be different. They don’t have to be this way. Actually, many are beginning to demonstrate their belief that change is needed — and possible. This year’s regional conferences will provide leadership training in the important tasks of bargaining and the day-to-day representation of UWUA members, as well as political action.

So, 2016 is truly a “year of decision.”

WV Local 69 Treasurer Running for State House

Local 69 Treasurer Kevin Parsons is running for the West Virginia House of Delegates to represent District 36. He took time out from contract bargaining and campaigning to talk to *The Utility Worker* about why he is running for office and what he hopes to achieve if elected.



Kevin Parsons

The Utility Worker: Why have you decided to run for a seat in the West Virginia House of Delegates?

Kevin Parsons: I decided to run for the delegate seat after considering what's been going on here in West Virginia the past two or three years — the attack on workers, passing “Right-to-Work,” getting rid of prevailing wage requirements. I decided to do something. These things don't just affect union workers, they affect all workers. The goal of the people running the state now is to lower wages for all workers. They are accomplishing that at this moment so I figured I should do something about it.

The Utility Worker: Why do you think “Right-to-Work” is bad?

Kevin Parsons: The average wage is \$6,000 less per year in “Right-to-Work” states. It is a proven fact that safety is worse in “Right-to-Work” states. Work-related fatalities are more than 50% higher in these states.

The Utility Worker: What do you hope to accomplish if you get elected?

Kevin Parsons: I would be there to represent working class people. I'm not against business. My opinion is that, when it comes to corporations and even small businesses, the employees are what make your company grow, or not grow. I think prosperity ought to be shared and I will work to make that happen.

The Utility Worker: What is your message to voters?

Kevin Parsons: I tell people, you don't have to wear a business suit to make good decisions. Why not have common, work-

Support One of Our Own!

Send a campaign contribution to Kevin.

Please make your check payable to:

Kevin Parsons for House of Delegates

Checks are to be mailed to:
**5101 Venable Ave. Apt. B
Charleston, WV 25304**



District 36 is part of Kanawha County, West Virginia.



ing people make decisions? And, I tell them to get out and support what is right for your state.

The Utility Worker: What kind of support are you getting?

Kevin Parsons: First off, I have very supportive co-workers and our Local Executive Board voted to endorse me. Our local has never endorsed any political candidate before. This is the first time and I really appreciate it.

I'm looking to get endorsed by other local unions and the Kanawha Valley Labor Council, AFL-CIO, and by different Political Action Committees. Right now I am having Town Hall meetings. I've started going door-to-door.

The Utility Worker: What can people do to help you get elected?

Kevin Parsons: I can't do this on my own. I'm looking for all the help I can get — support me, sponsor me. It takes money to run campaigns, especially in this type of a district. Our National Union has donated money and I'm thankful for that. I'm hoping the people who endorse me help me canvass hard for the position. The voter turnout this past election was terrible, horrendous.

I'm hoping I can get people to turn out and vote.

The Utility Worker: If elected, how could the people who elect you hold you accountable to live up to what you say you will do?

Kevin Parsons: I expect them to hold me accountable the same way I hold all legislators accountable: I contact them by phone, email, go talk to them. I would expect people in my district to contact me, too. I would welcome that.

The Utility Worker: Tell the reader a little about yourself.

Kevin Parsons: I'm a 26-year member of Local 69 and the treasurer there. We represent Dominion Transmission and Hope Gas. I'm a repair crew leader and do maintenance at compressor stations. I travel quite extensively; I put 45,000 miles on my vehicle in the last year. I'm married, have three sons, and one granddaughter who is almost six months old.

The UWUA Objection Plan Year July 1, 2016 – June 30, 2017

1 Nonmembers' Right to Object.

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

2 Procedure for Filing Objections.

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

3 Reduction in Dues or Fees.

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

For the Plan Year July 1, 2016 to June 30, 2017, 90.001% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. Of the total \$255.72 in per capita fees, \$230.15 (or \$19.18 per month) will be chargeable. The applicable non-germane percentage of 9.999% was determined by analyzing the UWUA's expenditures for the recently completed fiscal year. The percentage of reduction in fees for Local Unions has been calculated at the same rate as per capita fees, because the percentages of Local Union expenditures on non-germane activities have generally been lower than those of the UWUA. As explained below, the UWUA will issue checks to reflect the reduction in objectors' per capita fees and the fees retained by the Local Union.

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

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

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

5 Reduction Check.

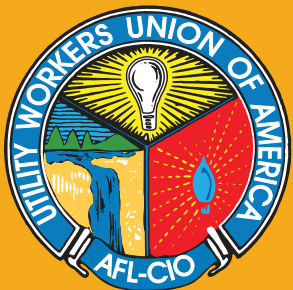
Once the per capita increase is implemented in January, the National Secretary-Treasurer will mail, as soon thereafter as reasonably practicable, to each nonmember employee who has filed a timely objection, a check representing the reduction in per capita fees and the reduction in Local Union fees to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

6 Appeal to Impartial Arbitrator.

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

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

Your Home Is Waiting



The Union Plus Mortgage program is one of some 40 benefits available to help union members. The program is for union members and their parents and children. Benefits include mortgage hardship assistance to help protect members' homes in the face of financial hardship. With Union Plus, a mortgage is more than a monthly payment. It's long-term protection for everything your home means to you.

Learn more: UnionPlus.org/Mortgage

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

Local 1-2

Richard Bell
Keith Brown
Isabella M. Buirkle
Rocco Crea
Donald Critelli
Johnny Gallagher
Mark Gentile
Kevin Johnson
Michael J. Lia
Rory Meade
Charles McGuinness
David Muggeo
Vincent T. Perry
Clive Roberts
Jeff Swanson

Local 102-B

Raymond Cochran Jr.
David Crawford
Jeffrey C. Frick

Local 102-C

Ira M. Simbeck

Local 102-F

Daniel M. Bigam
Alan Daugherty
Thomas J. Hall Jr.
Jack H. McIndoe
Kim D. Wagner
Robert Whalen

Local 102-G

Craig Amos
Alan R. Essey
Lance Haywood
William Lofink
Keith G. Melville
David Orenchuk

Local 102-H

Gary A. Gross

Local 102-J

Joseph Mysliwicz
Donald Orloski
Kevin Vespaziani

Local 102-O

Terry D. Jones
Steven Kesecker
Richard L. Stouffer

Local 102-0 cont'd

Steven K. Teach

Local 102-Q

James Bowersox
Mark W. Heller
Brian Himes

Local 102-R

Mark S. Bruce
Randy K. Miller

Local 102-S

William S.
Henneberger III

Local 103

Mike Brooks
Terry Goosen
John Whitaker

Local 104

Fred Frasier

Local 105

Diana Moyet
Gary Smith
Dale Stewart

Local 106

Gilbert 'Joe'
Rodriguez Jr.

Local 119

Harold Mott
Robert Natzel
Kenneth Primeau

Local 123

Steven L. Parker

Local 126

Mike Dorsey

Local 127

Orion Bean
James Bogart
Jerry Cronin
Harold Jackson
William Johnson
Ada Jane Pauline
Tom Phelps
Donald Smith
Cisco Valdez

Local 132

Dean Jaedtke
Rego Nieto
Steve Thomas

Local 144

Roger J. Skibin

Local 150

Edward Palanzi
Rick Reeves

Local 175

William J. Asbury
Cheryl S. Crabtree
Gary L. Zwiebel

Local 223

Robert C. Beauvais
Terry L. Bergstrom
Chesley Brown
Alan R. Ferenc
Ivory J. Haynes
Elise Hein
Bill MacTavish
James J. Porembiak
Cheryl Shreve
Robert J. Thibert
Joel R. VanAken
Michael R. Vierk
Robert Wolcott

Local 347

Gerard Premo
Vernon R. Schneider

Local 388

John Dalrymple
David Frazier
Jeff Van Stratt

Local 395

Robert Britton
Albert Morrell
Tom Ridilla

Local 406

George Fristic

Local 423

Carl Tocci

Local 430

Wendell Payne

Local 433

Charles A.
Schoffstall

Local 470-1

Peter Behuniak
Gary J. Brooks
Alexander Trup

Local 476

Stephen Bisceglia
Thomas Delco
Jennie Delitto
John Quadagno
Louis Santoro
Roger Wheeler
George Wohleber

Local 478

Ricky E. Pierpoint

Local 506

Billi Jean Keffer

Local 525

Gary Poorman
Wayne Siskoff

Local 540

Raymond Fernandez

Local 560

James Wooding

Local 582

Timothy Schmidt
Michael Yost

Local 666

Anthony J. Delpra
Gary J. Greschner
Eric V. Stivason
William B. Wilson

Local 686

Samuel Bennett
David Faraldo
Joseph Hales

Local B310

Jaroslav Barzykowski
Joseph Curran
Thomas Eley
Marsha J. Hatch

Local B310 cont'd

Luon Kim
Robert E. Nelson
Dennis M. Pantig
Wayne G. Wallace

Local G-555

Gary J. Andrus
Jane E. Bachus
David A. Benson
Gerald E. Eimer
Sharon D. Ford
Michael Louis Gates
Joe H. Green
Alexander Hernandez
Rodney Lee Herron
Todd Timothy Kandle
Letha Koerschner
Stephen Ray Kolach
Gregory E. Kroah
Suzanne H. Kunkel
Mary Kay Laner
Anthony J. Mauriello
Alok Mitra
Robert A. Prosek
Maximino Rodriguez
José R. Sariego
Michael V. Schuerman
Sheryl L. Shiflett
John W. Stinson
John L. Thornhill
Linda S. Tokar
Kenneth Vega
Kathleen J. Wachter
Diane M. Warther
Henry White
James B. Zahradnicek

Election Notice — UWUA Local 105

Nominations for the following offices will be accepted at the regular membership meeting on May 10, 2016.

- President
- Financial Secretary
- 1 Trustee
- 1 Sergeant-at-Arms
- Delegate and Stewards for Royal Oak, Groveland, Wixom, Livonia, CCC, and Northville

A secret ballot election will be held

in place of the June General Membership Meeting on June 14, 2016. The election will take place from 6:30 to 8:30 pm at 2299 12 Mile Road, Berkley, MI.

If a run-off is necessary, it will occur at the July 12, 2016 Membership Meeting from 6:30 to 8:30 pm at the same location.

All employees who are scheduled, on vacation, working, at school for work, or are on-call at the time of the election are eligible for an absentee ballot.

2016 Regional Educational Conferences

Repower Our Local Unions Back to Basics

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



Workshops will include specialized training for Shop Stewards; Labor Law and Collective Bargaining Rights; Contract Costing; Creating a Social Media Strategy for your Local Union to Organize Rallies, Protests, Meetings, Recruitment, Member Outreach and More.

The dates and locations for the 2016 Regional Educational Conferences are as follows. Please mark your calendars and let your local union know you would like to attend.

Region 1 Conference	May 12 - 14	Providence, RI
Regions 2 & 3 Conference	June 2 - 4	Cleveland, OH
Region 4 Conference	August 18 - 20	Chicago, IL
Region 5 Conference	April 28 - 30	Long Beach, CA

Schedule for every Conference

Wednesday – Arrival

Thursday – 8:00 am start to **Saturday** –12:00 noon finish

Conference locations

<p>Region 1 Omni Providence Hotel One West Exchange Street Providence, RI 02903</p>	<p>Regions 2 & 3 The Westin Cleveland Downtown 777 Saint Clair Avenue NE Cleveland, OH 44114</p>
<p>Region 4 Hilton Chicago 720 S. Michigan Avenue Chicago, IL 60605</p>	<p>Region 5 Hyatt Regency Long Beach 200 S. Pine Avenue Long Beach, CA 90802</p>

Visit www.uwua.net for additional information.



UTILITY WORKERS UNION OF AMERICA, AFL-CIO
 815 16TH STREET, NW
 WASHINGTON, DC 20006

Do you want to receive the magazine electronically?

If yes, then provide us with your e-mail: _____

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

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