

# THE UTILITY WORKER

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

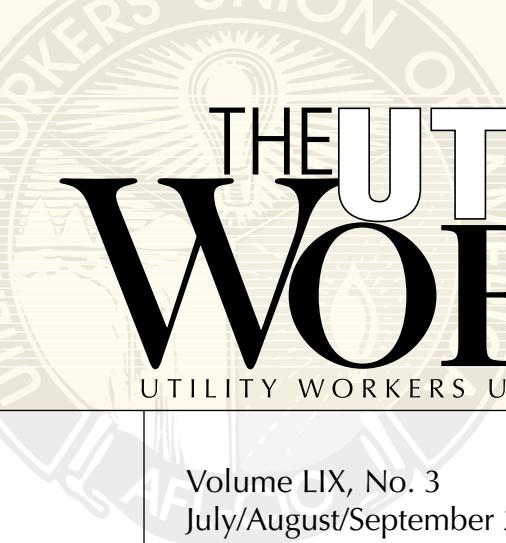
Volume LIX, No. 3 July/August/September 2014

**P4A**

**Michigan  
Training  
Center  
Opens**

See page 12

The main image shows five men in suits standing outdoors in front of a modern building with large windows. The man second from the right is holding a pair of ceremonial scissors, ready to cut a long green ribbon. A yellow starburst graphic containing the letters "P4A" is positioned to the left of the main title.



# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LIX, No. 3  
July/August/September 2014

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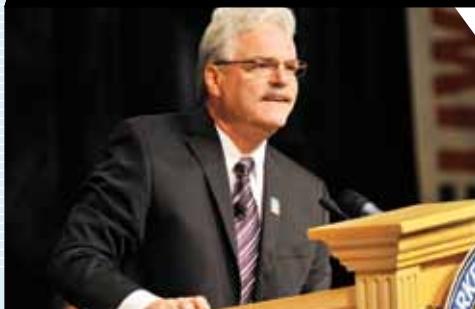
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# Investing in Our Future

*D. Michael Langford*

The opening of our Power for America training center in Michigan comes at a pivotal moment in our union, and in our nation. For the union, taking responsibility for training ensures that our current and future members will receive the skills they need to have successful careers. At the same time it strengthens the UWUA. For our nation, utility workers training utility workers guarantees a workforce ready and able to meet the challenge of safely providing water, gas, and electricity in our rapidly changing world.

## Successful training model

We decided to undertake training some years ago, due to first-hand knowledge of the utility industry abandoning its responsibility to the ratepaying public. Investment in physical and human infrastructure was stripped away by Wall Street investor demands for higher profits, in addition to the deregulation of the utility industry. Some of our more enlightened employers are supporting the wisdom of our efforts, most notably Consumers Energy in Michigan and Peoples Gas in Chicago. Others, including the White House, which sent a representative to the training center opening, are looking at our successful Power for America training model.

We are proving that labor and management can work together to create good jobs and a sustainable future.

## Taking back contracted work

The issue of training is also tied to reclaiming work that is increasingly going to outside contractors. We know the work to be done on our properties better than anyone else. As the best trained, highest skilled, safest and most productive utility workers, we are confident that when employers do a real, honest cost-benefit analysis, UWUA members come out ahead of contract labor.

Over time, our ability to control training will play a big role in how we are able to recapture work that contractors have been performing.

**"We are proving that labor and management can work together to create good jobs and a sustainable future."**

## Defending jobs, embracing new industries

We continue to work hard at the federal and state level to influence policymakers to make sure our members are protected from the negative effects of the EPA's proposed rules on carbon emissions. In addition, we are also looking forward and preparing members for the future. Our

position is we need to minimize the negative impacts, that workers must come out ahead and the electric grid must be strengthened with the implementation of the proposed EPA rules.

There must be a just transition to a so-called green energy economy and the needs of stranded workers and communities must be addressed, not by retraining for jobs that may not exist in a few years, but by training for jobs to bring new industries into affected communities.

While the EPA pursues rules that will affect coal-fired power plants, the issue of public safety and environmental degradation resulting from methane leakage is bubbling up to be a major concern. We have been successful in directing the growing concern about reducing methane emissions from natural gas pipelines into a conversation about jobs. Fixing the problem of leaking gas requires replacing aging pipelines and regular monitoring and maintenance.

## Vote in November

I am encouraged by the level of participation at this year's Regional Victory Conferences. In addition to addressing issues important to our members, a number of politicians were included in the program. The mid-term elections are very important for us and the American people. We are supporting politicians that are supporting working families. Regardless of party affiliation, if they support working people we will support them.

I urge you to get involved in the November elections. Take the Young Workers challenge (see page 21).

# Local 537 Work Stoppage Defeats American Water

**Two-months on the picket line preserves subcontracting protection**

**U**WUA Local 537 members ratified a new labor agreement in late August that includes solid job protections for working families and ends an eight-week work stoppage by nearly 150 union workers at four Pennsylvania-American Water worksites throughout the Pittsburgh area.

Members of UWUA System Local 537 voted by a strong majority to ratify the four-year labor agreement. The new contract turns back bargaining demands previously made by management to eliminate long-standing protections in the union contract against subcontracting of workers' jobs. The agreement also drops management's previous demands to substantially curtail employee sick leave benefits.

## Say 'no to subcontracting'

"The sacrifices made by UWUA members in Pittsburgh over the past 60 days



Putting it on the line in solidarity with American Water members. Left to right: Mike Esposito, Local 423; Jim Lewis, national rep; Phil Green, Local 640; Adam Chrnalogar, Local 121; Dasher Zsomborjan, Local 395; Danny Seebeck, Local 121; Allan Bathon, Local 335; Kevin Booth, Local 537; Tom Schneider, Local 335.

have clearly paid off with a strong labor agreement that will protect workers' job security," declared Kevin Booth, system president of UWUA Local 537 when the contract was ratified. "We can now return to work delivering essential public services to our customers without fear that management will destroy working

families' jobs through unfair subcontracting."

The Pittsburgh Local 537 members were forced onto picket lines on June 18 to protest a series of unfair labor practices committed by Pennsylvania-American Water and its New Jersey-based parent company American Water.

# NLRB Holds American Water Illegally Slashed Employee Benefits



Challenges to American Water's illegal actions by the UWUA's 2,400 members working there have resulted in a series of orders and complaints by the NLRB. American Water is the nation's largest investor-owned water and wastewater utility company. Pictured above, UWUA members taking it to the streets to preserve good wages, benefits and working conditions.

**T**he National Labor Relations Board has issued a decision holding that American Water illegally slashed healthcare and other benefits for 3,200 workers in nearly 70 different bargaining units in fifteen states across the U.S.

The July 31, 2014, decision finds that American Water illegally imposed cuts in employee healthcare, retiree health, and disability benefits on January 1, 2011 without having notified state mediation agencies about the ongoing bargaining

dispute, as required by federal labor law.

The decision orders the company to pay backpay with interest to all affected workers and to restore the illegal cuts in employee benefits. The Utility Workers Union of America, which filed the charge against the company, estimates American Water's backpay liability in the case to be several million dollars.

"This decision is another huge step in our efforts to win justice for American Water employees," declared Mike Langford, UWUA president. "We will continue challenging this company's unfair attacks against working families until American Water learns that it is not above the law."

The NLRB decision involves benefit cuts imposed unilaterally by American Water – the largest for-profit water utility company in the U.S. – in January 2011 during negotiations for a new na-

## War Attack on Jobs

and more

The new contract marks the first time in more than three years the Pittsburgh employees have a ratified labor agreement. The previous union contract expired in May 2011, after workers rejected management's demands for the unlimited right to destroy every worker's job through subcontracting.

Pennsylvania American employees in Pittsburgh went without any wage increases for four years while fighting to win a fair labor agreement. The new contract provides significant "catch-up" wage increases to help make up for the loss of any cost-of-living adjustment over those four years, but the union emphasizes that the Pittsburgh work stoppage was never over wages.

"This dispute has always been over the basic right of utility workers to have some semblance of job security for our families," stated Booth. "Our members have won everything they have fought for over the past three years, with a solid union contract that protects workers' jobs against unfair management subcontracting demands."

## Employee Benefits

tional benefits agreement. The NLRB rejected the company's claim that it was not required to notify state mediation agencies about the dispute, despite an explicit provision of the National Labor Relations Act providing that any available state mediation agency must be notified.

### Workers in 15 states affected

The agreement is negotiated by a coalition of nine national and international unions led by the UWUA, and covers 3,200 union workers across the U.S. The UWUA represents the largest number of American Water bargaining units and 2,400 of the company's 7,000 employees.

The NLRB decision applies to union workers at American Water locations in California, Florida, Illinois, Iowa, Indiana, Kentucky, Maryland, Missouri, New Jersey, New York, Ohio, Pennsylvania, Tennessee, Virginia, and West Virginia.

## First Contract Victory for Local 304 at FirstEnergy's Harrison Power Plant!

Local 304 members at the Harrison Power Station in Haywood, West Virginia, recently won their first contract with FirstEnergy Corporation. The collective bargaining agreement runs through 2018, and protects the wages, benefits, and working conditions at the plant formerly owned by Allegheny Energy.

Employees at the coal-fired Harrison plant voted to join the UWUA in September 2010, and have been fighting for a fair first contract since then.

"We got a fair first contract and now have a good foundation to build on," says Local 304 President Tom Cunningham. "It's been a long push. Previous officers helped us get where we are and we couldn't have done it without the support of the National Union, all the other surrounding locals and the United Mine Workers who let us use their union hall. It's been like a big family effort, everyone working together."

"One of the biggest things we won was protections for our younger members, maintaining a path to



Victory is sweet! Local 304 members celebrate a victory that some said would never come. L-R: Randy Matheny (seated), Dennis Mills, Kip Rowand, Don Ganoe, President Tom Cunningham, Richie Basagic, Burt Corley, and Bob Barlett.

higher paying jobs," says Local 304 member Bob Cain, who was on the original organizing committee years ago. "Another thing was maintaining our hybrid schedules that were developed over many years that allow various departments to react to workers' needs."

The Harrison plant is one of the nation's cleanest coal-fired power plants with scrubbers and Selective Catalytic Reduction (SCR) technology installed to reduce nitrogen oxides.

### Local 180 ratifies contract with FirstEnergy

System Local 102 Branch Local 180 members ratified a three-year contract in late August. The contract passed with 57% of the members voting "yes." UWUA members in Branch 180 withstood a four-month lockout imposed by FirstEnergy management this winter in their struggle for better contract terms.

At press time, other Local 102 members are still fighting to win a new contract.

**Tuesday, November 4 is Election Day. As a Utility Worker, what are the issues that are bringing you out to vote?**

**Scott Antonik**

Vice President  
Local 436

“Today’s constant attack on working families is the main reason why I get out and vote. It’s also important that we let our friends and family know which candidates support our best interests.”

**Matthew Koch**

Member, UWUA Young Workers Initiative Committee  
Local 107

“I will be voting this November to preserve my rights as a voter, a union worker, and as a parent trying to teach my kids about the importance of getting involved in the democratic process.”

**Kevin Jackson**

President  
Local 296

“It’s important for Utility Workers to vote because they have a duty to vote. Your vote could change the outcome of an election, and since you’ll have to live with the results of the vote, you need to have a voice in it.”

**Robin McGregor**

President  
Local 105

“The issues are many, we need to come together to fight for the future of our children and the middle class.”

**Jim Bouliew**

Secretary  
Local 104

"We must organize from within our locals. We must educate our new and older members. We must let our relatives know that the money they make, the benefits they enjoy, are by the very blood of our members and the activists who came before us. Now is not the time to fly under the radar, but to stand in the face of our opposition and fight for all it is worth."

**Jason L. Carter**

Trustee  
Local 18007

"Can I be a member of a country club and not pay? The answer is no. So this election to me means making sure that my state doesn't become a right-to-work state. It's not right that all people are not treated fairly and that a few control the masses - never have so few done so much to so many."

**Quiiana Roberson**

Co-Chair, Local Young Workers Committee  
Local 601

"As a utility worker, the main issues bringing me out to vote are employment and financial stability. It is important that we not only preserve our jobs, but we also need to ensure that more employment opportunities with fair wages are created. The middle class is an imperative part of our economy and preserving our benefits and wages is crucial."

**Eric Hofmann**

Member, UWUA Young Workers Initiative Committee  
Local 132

"I'm looking for specific candidates whose interests are best for middle class workers, and who aren't blinded by big corporations and their insatiable greed."

# Aging Utilities Killing America

Huffington Post reporter Pat LaMarche covered the Region V Victory Conference and published the following article.

**A**bout a hundred first responders are meeting in Long Beach, California this week to discuss — among other things — the state of the nation's infrastructure. The Utility Workers Union of America (UWUA) Region V local leaders learned from National President Michael Langford that the lives of workers and consumers are endangered by the country's aging utility infrastructure. Utility workers employed by Pacific Gas and Electric (PG&E) probably don't need this lesson, unless they believe that the pipeline failings that caused the 2010 San Bruno disaster are unique to California.

## 127-year-old gas line explodes

On September 9, 2010, a gas line that PG&E insisted was seamless and safe, burst along one of its 60-year-old

seams. The explosion killed 8 people, injured dozens and flattened 55 homes. Langford explained that the 60-year-old infrastructure isn't even that old. "The pipe that burst in Harlem," referring to the Con Ed explosion this past March, which likewise killed 8, injured 70 and flattened a Manhattan neighborhood, "was in the ground 127 years."

There are so many old leaky gas pipes in the U.S. that the methane lost into the atmosphere each year is the equivalent of the emission from 120 million automobiles. A Green Cambridge Program, Home Energy Efficiency Team, estimates that leaks in the Massachusetts cities of Cambridge and Somerville alone are equal to 10,000 cars' annual emissions. And methane gas doesn't just do 32 times the damage to the atmosphere that carbon dioxide does and has a tendency to explode, it's also a valuable finite resource fueling millions of homes and businesses.

Langford's message to west coast labor

leaders was simple: "Repair America," and the benefits will be manifold.

Repairing America is a jobs program, a safety program, and environmental protection program, and it would improve American's manufacturing sector.

## D+ grade is unsatisfactory

Citing a 2013 American Society of Civil Engineers report card on U.S. infrastructure, Langford said that a D+ was not a satisfactory grade for the world's wealthiest nation. Langford explained that workers and ratepayers are paying the price with their livelihoods and their lives.

Langford reminded the water workers in the room that American Water didn't shut off the contaminated water going to West Virginia homes because "their pipes leak 38% of the water during transmission. If they had shut the water off, there wouldn't have been adequate water pressure to fight fires and flush toilets," for days after the water started

## The Many Faces of Member-2-Member

**A** fundamental fact about unions: member involvement and direct action are the key ingredients to creating power in the workplace and in communities. More and more UWUA locals are recognizing the need for greater engagement, and putting the UWUA Member-2-Member Action Network (M2M) to work. Whether mobilizing for strength during contract negotiations, ensuring local union effectiveness and democracy, advocating for legislation that protects working families, or fighting for social justice within communities, it's union members who are making a difference. A few recent examples of UWUA M2M actions include:

**Winning a fair contract:** It was an engaged and informed membership in Local 537 that recently won a fair contract following an eight-week work stoppage at American Water in Pittsburgh, PA. Members organized roving action teams at worksites and within the community to bring attention to American Water's failure to bargain in good faith. UWUA Senior National Representative Jim Lewis credits this member engagement and direct action for making the difference.

### Democracy in local unions:

When people think about "Democracy" in America, they mostly think about elections and civil liberties. But there

is another face of democracy that is rooted in organizations such as unions. In fact, the "Democracy" in unions is a model other organizations aspire to attain. Member engagement and participation in the union decision making process is central to the principles organized workers stand for.

The dues members pay are among the most important resources. Recently, the leadership of Local 1-2 in New York made a courageous decision to best protect the long-term interests of the local by proposing a dues increase, in part to support a local building fund. One can only imagine, in today's uncertain economic climate, the controversy that can surround such a proposal. To

# Americans and Their Future

flowing again. So rather than protect consumers from poison water, they let a deadly chemical flow unabated into homes, schools, and restaurants.

## 7 billion gallons of water leaking daily

West Virginia American Water hasn't cornered the market on wasting water. Langford explained, "Seven billion gallons of water are lost through leaky pipes every day." He looked out at his audience and asked, "California and Arizona are having droughts right now, aren't they?" The group groaned in affirmation and Langford went on, "Most third world nations have people dying without water and we waste seven billion gallons a day."

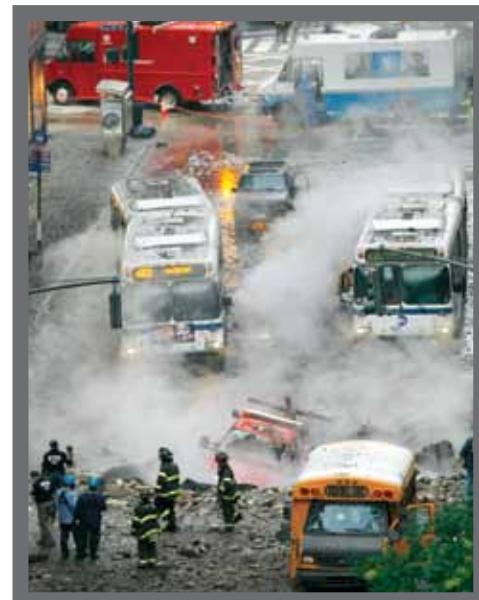
But the waste isn't confined to pipelines: America is also losing its edge through its power-lines. Citing a 1200-mile length of transmission line, Langford compared Chinese energy efficiency to U.S. efficiency. The U.S.

has 765,000-kilowatt capacity while the Chinese have a million kilowatts. Additionally, the Chinese lines lose 7% of their power in transmission while the U.S. loses a whopping 80%. Langford asked his audience to forget about building anything new for a moment and to, "Imagine what we could do for the economy and the environment just by repairing power-lines and pipelines."

As for what has caused the neglect of the nation's public utility infrastructure, for Langford it's clear that utility companies have chosen, "profits over people, profits over our communities."

## People before profits

Until the rights of workers and their families and ratepayers and their families become more important than dividends to stockholders, Langford says nothing will change. Commenting on PG&E CEO Peter Darbee's \$34.8 million severance package after his company blew up San Bruno, Langford



AP Images

The July 18, 2007 steam pipe blast focused concern on aging infrastructure.

opined, "They should have fined him 35 million and put him in jail for killing those people." With that a room full of workers with the expertise necessary to repair those lines erupted with applause.

minimize confusion, rumor, and division, the local leadership made the decision to take the case to the membership — one-on-one, face-to-face. Thorough discussion put democracy in action, and because of this level of personal engagement, members recognized the need to maintain a strong union and approved the proposal.

**Community action:** Strong unions maintain a close connection with the communities in which they work and live. UWUA Local 175 has used the M2M Action Network to give back to the community of Dayton, OH. Witnessing the effects of child hunger and poverty, Local 175 swung into action to provide some measure of relief for

**"Whether it be winning a fair contract, building power in communities, democratizing the union, or winning legislative and election victories, the UWUA functions best when everyone is involved!"**

the local food pantries whose resources are stretched to the extreme. Going door to door – talking face to face, Local 175 members are collecting food to help stock local pantries.

## 2014 mid-term elections:

Through 5 Regional Victory Conferences, the National UWUA leadership has emphasized the need to use the M2M Action Network to organize friends, family, and co-workers to get out and vote and make a difference. The Michigan State Utility Workers Council (MSUWC) listened to this call for action and gave M2M the highest priority in November's election.

One thing is certain: The key to future success is the ability to engage more members in all aspects of the union. M2M is the vehicle on the road to victory. Whether it be winning a fair contract, building power in communities, democratizing the union, or winning legislative and election victories, the UWUA functions best when everyone is involved!

# President Langford Weighs In at DC Public Hearing on EPA's Proposed Clean Power Plan

## Calls for Effective Transition Plan for Affected Workers and Communities

**W**ith a call for the adoption of policies "that support the modernization of our existing power generation and transmission infrastructure, including the continued use of responsible coal-fired generation, coupled with concrete, long-term support for workers and communities who may become stranded in the process," UWUA President Mike Langford led off the very first public hearing on the Environmental Protection Agency's (EPA) proposed Clean Power Plan.

Langford urged regulators to adopt a final rule that will "encourage the states to embrace in their State Implementation Plans concrete support for new technologies that will protect existing jobs while reducing emissions." He added, "In our view, technologies such as carbon capture and sequestration are essential not only to protect the thousands of family-supporting jobs associated with coal-fired generation, but also as an essential component of any workable plan to address climate change."

The EPA's proposed rule calls for reducing carbon emissions of existing power plants for the first time. EPA estimates that up to 50 gigawatts of coal-fired generation could be taken offline by 2030.



"We believe that any regulatory policy that transfers the full cost of compliance onto stranded workers and communities is bad policy," Langford said, continuing, "The UWUA supports the need for bold action to address the challenges of climate change, but in the process we must avoid creating another Rust Belt that would result from a new wave of power plant closures caused by ill-conceived regulations. We believe this can be done

UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
815 16th Street, NW, Washington, DC 20006

### UWUA CALLS FOR EFFECTIVE TRANSITION PLAN FOR WORKERS AND COMMUNITIES AFFECTED BY EPA'S PROPOSED CLEAN POWER REGS.

Washington, DC – Utility Workers Union of America National President D. Michael Langford kicked-off today's first public hearing on the Environmental Protection Agency's proposed Clean Power Plan with a call for the adoption of policies "that support the modernization of our existing power generation and transmission infrastructure, including the continued use of responsible coal-fired generation, coupled with concrete, long-term support for workers and communities who may become stranded in the process."

Langford urged regulators to adopt a final rule that will "encourage the states to embrace in

while also substantially reducing carbon emissions, if we combine sensible regulatory policies with a sound plan to assist affected workers and communities in the transition."

The bottom line, Langford said, "is that America's workers must come out ahead and the electric grid must be strengthened."

## UWUA Statement Concerning Proposed EPA Rules on Carbon Emissions from Existing Power Plants

*The UWUA released the following statement when the EPA announced the proposed rules change on June 1.*

The roughly 50,000 members of the Utility Workers Union of America (UWUA) – including thousands of employees at coal-fired power plants – have a vital interest in the proposed rules announced today by the U.S. Environmental Protection Agency (EPA) addressing carbon emissions from existing power plants.

Whatever form they ultimately take, EPA's rules must ensure that grid reliability is maintained, and that displaced workers and affected communities are not left stranded in the wake of this sea change in national energy policy.

# Gas Workers Come Together as Public Awareness of Pipeline Safety and Methane Hazards Grow

## UWUA Hosts Inter-Union Gas Workers Conference

**U**nder the theme of "Unity is Safety," gas workers from around the nation came together in September for the Inter-Union Gas Conference (IUGC). The UWUA hosted this year's event.

"Our goal is to build relationships, share knowledge and expertise, and enhance the skills and tools needed to prepare our unions' current and future members to rebuild, replace, repair and modernize our nation's pipeline infrastructure," UWUA President Mike Langford said in welcoming participants to the conference.

This year's conference could not have come at a better time. Awareness of the importance of the work gas workers do is at an all-time high among government officials, regulators and the general public. There is a growing realization that if our nation is have safer communities, a healthier environment, and prosper, the people doing the work are key players and need to be involved through their unions every step of the way.

## CA Passes UWUA-Sponsored Pipeline Bill

Just two weeks before the IUGC, the California State Legislature passed groundbreaking legislation to reduce methane pollution caused by leaks in the state's

aging natural gas pipelines. Methane is the primary ingredient in natural gas and is a potent climate-destabilizing pollutant. SB 1371, sponsored by the UWUA and authored by Sen. Mark Leno (D-San Francisco). Governor Jerry Brown signed the legislation on September 21.

"Our nation's largest state has taken an important step toward rebuilding America by passing legislation to protect public health and the environment while creating good jobs by reducing methane emissions from aging gas pipelines," said UWUA President Mike Langford when the bill passed through the legislature. "Utility workers are the first on the scene and often the last to leave when there's a leak in the system. Being proactive in repairing and upgrading these vital pipes will create and sustain good jobs for workers throughout the state and help protect our environment."

SB 1371 specifically directs the California Public Utilities Commission (CPUC) to develop and implement a comprehensive natural gas pipelines leak reduction strategy that ensures the quick and efficient repair of leaks.

"Fixing outdated infrastructure will help maintain and grow family-sustaining jobs," said Robert Hoffman, president of UWUA Local 132 which represents SoCal Gas workers. "Climate change is also a big concern because I want future

generations of Californians to have the same or better opportunities than I did. Climate change threatens both our economy and our environment and that's why we need to address it now, not later."

## Report: Repair Pipelines Would Create 300,000 Jobs

And one week before the CA legislation passed, the AFL-CIO and the BlueGreen Alliance released a groundbreaking new report, "Interconnected – Repairing America's Pipelines to Strengthen Our Economy and Address Climate Change." The report shows that by accelerating the timeline for repairing leak-prone sections of our nation's natural gas pipeline distribution system, more than 300,000 jobs across the economy can be created, consumers can save \$1.5 billion in charges for lost gas, and the emission of 81 million metric tons of climate change pollution — the equivalent of taking 17 million cars off the road for a year — could be prevented.

The Pipeline and Hazardous Materials Safety Administration estimates at the current rate of replacement, it could take 30 years to upgrade the nation's current stock of leak-prone pipe. But "Interconnected" shows how a 10-year replacement scenario would provide a much-needed economic shot in the arm while helping to limit the amount of methane being emitted into our air.

As last winter's polar vortex proved, the only way to ensure there is enough reliable power to fuel the nation is to follow President Obama's "all of the above" energy strategy. That means cost-effective, environmentally efficient and much needed coal-fired facilities must continue to play a key role in keeping the lights on in every American home and business.

EPA and other federal agencies must also make certain that these rules are not seized upon as an opportunity to manipulate markets and put reliability at risk through unnecessary and rushed plant retirements.

All state implementation plans under these rules must include funding mechanisms to assist workers adversely affected by the shift to a lower carbon energy economy; to expand economic development programs to assist communities responding to plant closures or downsizing; and to support other elements of the clean energy transition, such as deployment of carbon capture and sequestration technologies.



The MSUWC Executive Board, left to right, Vic Phillips, vice president; Brad Eurich, vice president; Mark Bridgewater, vice president; Pat Dillon, president; Bob Ritsema, vice president; Craig Wright, executive vice president; Mike Nelson, secretary-treasurer.

## A Special Day in UWUA History

Dozens of UWUA members, board members, public officials and Consumers Energy representatives gathered in Potterville, Michigan in late June for a special ribbon cutting ceremony. The day will go down as an historic day as the UWUA's Power for America training center opened. Owned by the Michigan State Utility Workers Council (MSUWC), the facility is run by the Power for America Training Trust.

"We set our sights on training the next generation of utility workers when we created the Power for America Training Trust and we have achieved that goal at Consumers Energy," said UWUA President Mike Langford at the opening of the facility. "We now have a model that can be duplicated anywhere in the country to

**"With the opening of the new Power for America training facility, UWUA will be prepared to train the next generation of utility workers to be the best trained, highest skilled, safest and most productive workers."**

meet the changing needs of the industries and the communities that UWUA members serve."

As many as 2,500 new union members and incumbent workers will go through rigorous training there for jobs at Michigan's Consumers Energy.

The need for more fulltime, in-house, union staff to do the work has never been greater and who better to train the new hires than the UWUA.

### Putting Training in Workers' Hands

"We started down this path through a rate case intervention," explains Pat Dillon, MSUWC president. "The Council was concerned that the company was being granted rate case money for training, it was being contracted to an out-of-state



# P4A Labor Grade 8 Training



company, and we thought we could do a better job of it. The Public Utility Commission agreed and the Consumers Energy granted us \$500,000 for a training pilot project."

The six-month pilot proved very successful and the MSUWC received a commitment from the company to do the training for the next five years.

The 10,000-square-foot training center in Potterville, southwest of Lansing,

## Utility Workers Training Utility Workers

*MSUWC President Pat Dillon shares his thoughts on how local unions can win the right to train their future union brothers and sisters.*



MSUWC President Pat Dillon

- ▶ **Start with a common goal:** safety. It is one area that everyone has the same goal: everyone goes home safe. It is not a big stretch to go from safety to training skills.
- ▶ **Be active** in your state's Public Service Commission.
- ▶ **Take a "customer-centric" stance**, focus on quality.
- ▶ **Get buy-in from the company.** Work with them to develop an interest in training.

The only way this works is through true partnership with your company. They have the checkbook, we have the talent. Tapping our talent benefits them and tapping their resources benefits us.

features seven classrooms and related labs. There, utility workers will build and sharpen their skills in meter reading, gas service appliance repair and other natural gas- and electric-related service fields.

### Mission Accomplished

The mission of the UWUA Power for America Training Trust Fund is to provide workers with the highest

quality training in an ethical, respectful and responsive manner that meets the needs of the industry and the new global marketplace.

With the opening of the new Power for America training facility, UWUA will be prepared to train the next generation of utility workers to be the best trained, highest skilled, safest and most productive workers.



# Regional Victory Conf

This year's Regional Victory Conferences proved successful as registration numbers were high with powerful and enthusiastic participation.

Recognizing the importance of the November mid-term elections to the future of utility workers, their families, the union movement and the country, the conferences focused on activating the membership to fight for working families and electing worker friendly candidates.

**"We all must do our share to reinvigorate our nation's economy and working class, and restore balance between the one percent who are running things now, and us 99 percent who are paying all the bills."**

— UWUA President Mike Langford

Throughout each region's three days of meetings and workshops, the message was clear, "We all must do our share to reinvigorate our nation's economy and working class, and restore balance between the one percent who are running things now, and us 99 percent who are paying all the bills," says President Mike Langford.

The important role UWUA members play in defending middle class jobs for everyone was evident by the level of involvement of federal, state,

## Region II



Attendees with speakers, national officers and staff.

## Region IV



Roberta Reardon, AFL-CIO educator.



Craig Massey, chair, UWUA Human Rights Advisory Committee.



Lt. Col. Joseph Scrocca *"Soldier for Life"* with National Officers.

## Region V



Kelli Lacy, Local 132, left; Pat LaMarche, writer, guest speaker.



Chris Kolec, Local 132.



Michael Benson, president, Local 511.



Nancy Logan, secretary-treasurer, Local 132.

# Conferences a Big Success

and local elected officials and candidates for office. Incumbents and would-be senators, governors, congressmen, state and local elected officials addressed the conferences, noting the power UWUA members have to shape their future through political and union activism. Highlights of each conference included:

- Opening the floor for discussions with national officers;
- Young workers taking center stage to discuss the importance of engag-

ing young voters and understanding how voter suppression hurts working people;

- An AFL-CIO presentation, “Common Sense Economics: Raising Wages Works;”
- Updates from the Utility Workers Military Assistance Program (UMAP) and the Human Rights Advisory Committee;
- Expert labor lawyer Robert Schwartz’s talk, “Using the Law Creatively to

Wage Effective Contract Campaigns;”

- Powerful workshops by Member-to-Member coordinator Steve Wyatt: “Density, Power & Politics,” “The Global Economy, Measuring the Impact on Working Families,” and “Your Pledge;”
- Remarks from UWUA’s national officers.



Robert Schwartz, labor lawyer.

Pennsylvania State Representative Pam Snyder, left, announced the introduction of legislation to establish a Coal Fired Electric Generation Deactivation Commission because, “There is no local, state or federal government agency assigned to assess the fiscal, environmental, economic, and community impacts associated with the deactivation of coal fired electric generation facilities operating in this state.”



Illinois Governor Pat Quinn.

Members of the cohort that recently finished up the Utility Workers Military Assistance Program (UMAP) training through the Power for America Training Trust received an ovation at the Region IV conference, left. They will now go into Peoples Gas in Chicago.



Alex Rosales, left, and Sarkis Karamanukyan, regional officer, headquarters, Local 132.



David Brown, trustee, Local 522.

Time for open discussion and dialogue was built into this year’s Regional Victory Conferences. “We want, and need, to know what’s going on with you, what’s important to you, what issues you want to see addressed,” Executive Vice President Steve VanSlooten told participants.

# All Locals Must File a 990 Report with The IRS to Keep Their Tax Exempt Status

Your local can lose its tax exempt status and/or be fined and penalized (each day) for not filing a 990 report with the IRS on time. There are three different 990 reports that pertain to most UWUA locals. The report required for each local is based on total (gross) receipts for the year.

If your local loses its tax exempt status, it can be reinstated by going through a lengthy filing process with a \$400 or \$850 registration fee depending on the level of your revenue (**gross receipts**). If a local does not go through the process to get their tax exempt status reinstated, the local will have to pay corporate income tax on its dues revenue.

An organization whose gross receipts are normally \$50,000

for filing its third annual return or notice. Organizations that lose their tax-exempt status may need to file income tax returns and pay income tax, but may apply for reinstatement of exemption. For details, go to [www.irs.gov/eo](http://www.irs.gov/eo).



**Gary Ruffner**  
Secretary-Treasurer

**Additional Assistance.** You can call National Secretary-Treasurer Gary Ruffner at the National Office at 202-974-8200 for additional assistance in filing forms for reinstatement of your tax exempt status.

Status	Form to File	Instructions
Gross receipts normally $\leq$ \$50,000 Note: Organizations eligible to file the e-Postcard may choose to file a full return	990-N	n/a
Gross receipts $<$ \$200,000, and Total assets $<$ \$500,000	990-EZ or 990	Instructions
Gross receipts $\geq$ \$200,000, or Total assets $\geq$ \$500,000	990	Instructions

or less should file the 990-N report because it is a very simple electronic notification filing. Such organizations generally are required to submit Form 990-N if they choose not to file Form 990 or Form 990-EZ. To determine what an organization's gross receipts "normally" are, see "Appendix B. How to Determine Whether an Organization's Gross Receipts Are Normally \$50,000 (or \$5,000) or Less" at <http://www.irs.gov/pub/irs-pdf/f1990.pdf>.

You must file your appropriate Form 990 by the 15th day of the 5th month after the organization's accounting period ends (May 15 for a calendar-year filer). If the due date falls on a Saturday, Sunday, or legal holiday, file on the next business day. A business day is any day that is not a Saturday, Sunday, or legal holiday.

**Automatic revocation for nonfiling for three consecutive years.** The law requires most tax-exempt organizations, other than churches, to file an annual Form 990, 990-EZ, or 990-PF with the IRS, or to submit a Form 990-N e-Postcard to the IRS. If an organization fails to file an annual return or submit a notice as required for 3 consecutive years, its tax-exempt status is automatically revoked on and after the due date

**"Your local can lose its tax exempt status and/or be fined and penalized (each day) for not filing a 990 report with the IRS on time."**

**Additional reports you may need to file.** All locals must file a 990 report as explained above, in addition to the filing of their LM report with the Department of Labor. The only locals who do not file an LM report are public sector locals (municipal locals) who may need to file a report with their State Public Employee Relations Bureau. Public sector locals should check with their UWUA national representative if they are unable to find information with their state agency. For example, in Michigan it is MERC (Michigan Employee Relations Comission) [www.michigan.gov/merc](http://www.michigan.gov/merc). In Pennsylvania it is PERA, the Public Employees Relations Act enforced by the Pennsylvania Labor Relations Board, etc.

# Regional Conferences Address Challenges Head On

If you have never been to a Regional Victory Conference, you should make a point of going some time in your career. Experiencing the comradery of utility workers is well worth it. Listening to state and federal elected officials whose decisions affect our everyday lives, and letting them hear you, is important. Building your knowledge on representation from guest speakers, and sharing experiences with other participants that you can bring back to your worksite, more than justifies the time and expense.

## Open Discussion

Included in the conferences is time for open discussion between participants and the National Officers. We do this because we don't want communication to be a one-way street; we want a dialogue with membership. We want, and need, to know what's on your mind, what's important to you, what issues you want to see addressed.

At several of the conferences, the question came up from people out of our coal plants, "Why are we involved with the BlueGreen Alliance?"

President Langford and I are out of coal-fired power plants. I'm from Consumers Energy's J. H. Campbell coal-fired generating complex. President Langford is from Michigan's largest facility, DTE's Monroe coal-fired power plant. We need to be a member of the BGA to give our perspective on what we think is best for our members. In that way, we can ensure they don't go off in a direction that is counter-productive to our members.

The BGA functions well because any one member has "veto" power when it comes to policy decisions. If we don't agree with a position, be it coal, emissions, environmental concerns, whatever, then the BGA will not take that issue up. As a result, we keep the issues that are detrimental to our membership from going out through the BGA.

On the positive side of promoting what is good for our members, the BGA has taken up our Repair America campaign to stop methane leakage, fix transmission systems, and build capacity. BGA is helping us move that forward.

A good example of this is the BGA's support for legislation we sponsored in California that requires the Public Utility Commission to include utility workers in their deliberations about the state's gas pipelines. UWUA-sponsored pipeline safety legislation just passed the legislature that will require companies to fix

and maintain pipelines, and we are confident this will result in good union jobs for our members there. The legislation is now on Governor Brown's desk.



**Steve VanSlooten**  
Executive Vice President

## Activating Young Workers

At each of the Victory Conferences, young workers from the region gave extensive presentations on the importance of the youth vote in past and future elections, and the need to combat anti-democratic voter suppression laws being promoted by people who want to deny the right to vote to citizens.

We put young workers out in front because we have to involve them and encourage them to take leadership roles and give the rest of the membership, our seasoned people, their perspective. The world changes and as an organization we need to change as well. We have to be inclusive of everyone — younger workers, minorities, women, — **everyone** — if we want to be successful.

At our last convention we had the young workers involved, at our regional conferences we are keeping them involved, and we need to keep promoting them. They are the future. Without their involvement, we will whither up and die.

**"We want, and need,  
to know what's  
important to you,  
what issues you want  
to see addressed."**

## Member-2-Member Program

The National Union started the Member-2-Member campaign about two years ago. We see it as critical to the survival of the union. Too many times we all get caught up in emails and text messaging and think that we are communicating with members. Really, it's the personal touch that involves people, makes them feel a part of the union and that their thoughts matter, as they do. The Member-2-Member campaign is important because that's how to involve people in whatever decisions are made.

Steve Wyatt's presentations at the Victory Conferences reinforced how strong we feel about being in contact with the membership from the local level right on through to the National Officers. It's another reason why we open the floor up to dialogue.

As I said years ago, "I'm a member before I'm an officer. Officers are members first and we cannot forget where we come from."

Continued on page 21

# Have “We The People” Lost Our Democracy?

**D**emocracy is a form of government in which all eligible citizens are meant to participate equally – either directly or, through elected representatives, indirectly – in the proposal, development and establishment of the laws by which their society is run. The term originates from the Greek δημοκρατία (dmokratía) “rule of the people.”

With the preamble of the US Constitution beginning with the words: “We the People of the United States,” it’s clear that our founding fathers were thinking of a democratic government; “a form of Government in which all eligible citizens are meant to participate **equally**,” as described in the definition above. But are all our citizens able to participate equally? With the amount of money involved in today’s elections, wealth equals power and influence in the halls of government.

## Buying elections

We are now in the first mid-term election cycle since the disastrous mid-terms in 2010. Those elections gave us Republican trifectas in Wisconsin, Ohio, Pennsylvania and Michigan. Those Republican controlled State houses produced the greatest anti-worker, anti-union legislation in our working lifetimes.

In the Governor’s race in Wisconsin, a combined \$37.4 million was spent. That was the most money spent on any of Wisconsin’s gubernatorial elections. The winner of that race, viciously anti-union Republican Scott Walker, out spent all other campaigns.

In Ohio, the 2010 Governor’s race was also the most expensive in history. The grand total for that race was \$30.4 million. Not surprisingly, the winner of that race, Republican John Kasich (also anti-labor) out spent his incumbent opponent Ted Strickland.

In Pennsylvania, the spending on the Governor’s race reached a whopping \$56 million. And the result was of course, another anti-labor Governor, Tom Corbett.

The winner of the Governor’s race in Michigan, Rick Snyder, also vastly outspent his opponent.

In all of these states, with the exception of Ohio (which is close to 50-50) Democrats outnumber Republicans. These are also union dense states. So the anti-labor candidates were able to overcome these hurdles by outspending their opponents by significant margins. Their carpet bombing of the airwaves gave

them a significant advantage and drowned out the voices of their opponents. This monopolizing of the debate convinces many voters that their vote will not make a difference, and in many cases hoodwink others who do vote, to vote against their own best interest.

Hoodwink is the correct word here. None of these governors uttered a word about their anti-worker agenda until after being elected. While on the campaign trail in his bid for governor, Snyder, regarding possible right-to-work legislation, said the issue was a divisive one that’s not on his agenda. Then, during a lame duck session of the state legislature, Snyder and his cohorts rammed through right-to-work while they still had enough votes to pass it.

**“Without the involvement of the working class in the electoral process, our country is destined to turn from a democracy to a plutocracy.”**



John Duffy  
*National Vice President*

## Don’t sit this out

Although vast amounts of money are still pouring into elections, people don’t take kindly to being hoodwinked, and may be on the verge of overturning some of the con jobs perpetrated on them by anti-labor governors elected in 2010.

In the latest polls, as of September 9, Rick Snyder is in a dead heat with Democratic challenger Mark Schauer. Governor Walker is trailing his Democratic opponent Mary Burke by four points. Democratic challenger Tom Wolf is whipping Governor Corbett by 24 points. On the other hand, Governor Kasich has a 20 point lead over his opponent Ed Fitzgerald, and there is talk about his signing right-to-work legislation if elected.

Because of the devastating effects that big money has on our electoral process, no working class citizen can afford to sit on the sidelines hoping that the other guy will do the heavy lifting. If you don’t know what you can do to make a difference, check with your local union’s leadership, or your State AFL-CIO.

Without the involvement of the working class in the electoral process, our country is destined to turn from a democracy to a plutocracy.

Plutocracy (from Greek πλοῦτος, ploutos, meaning “wealth,” and κράτος, kratos, meaning “power, dominion, rule”) or plutarchy, defines a society or a system ruled and dominated by the small minority of the wealthiest citizens.

# Early Contract Settlement Brings Gains, Security to Ohio Local G555 Members

Local G555 gasworkers at Dominion East Ohio (DEO) are very busy with "fracking" and wet gas opportunities. Having developed a good working relationship with the company, President Mike Coleman met with DEO leaders to suggest reaching terms on an early replacement contract.

The local and the company recognized the value of early negotiations, both in cost savings and avoiding the angst and uncertainty in today's labor market, and DEO agreed to sit down with Coleman and the union leadership to hammer things out. With the support of G555

leaders and the solidarity of the membership, the resulting agreement was overwhelmingly approved with a 79% ratification vote. It provides job security and economic stability well into 2018.

"Our union's purpose is to protect, maintain and advance the common interest of our members," Coleman says. "My main objective is job security and economic stability for our 1,200 members and their families."

To that end, Local G555 has been progressive and proactive in creating and seizing opportunities while improving its working relationship with DEO, cul-

tivating partnerships in safety, succession planning to bring younger workers into the industry, hiring union interns, and filling jobs. They are coming off the best year in regards to safety, having won the American Gas Association Safety Award the 2nd time in three years.

The replacement contract includes raises, increases in premium and allowance pay, and maintains health, pension and other benefits.



Mike Coleman  
President, Local G555

## Winning Shooting Team Sponsored by National Union



**UWUA Local 666 VP David Cole, his son Tristan, and the rest of the Hunting Hills Hawkeyes Sporting Clays Team earned the High Over All (HOA) award at the Union Sportsmen's Alliance's (USA's) 5th Annual Western PA Sporting Clays Shoot.** Pictured here are, left to right: Nathan Hinerman, Dan Orrahood, Aaran Hinerman, Tristan, Cole, and Heather Tazelaar (USA's Event Analyst). Their team, sponsored by the National Union, scored 348 out of a possible 500. Of the 88 adults and children who participated that day, Tristan, age 12, earned the individual and youth awards. He is also the PA state shooting champion for his age for the last two years. "He does pretty good for being 12 years old," his dad says.

## 2014 Scholarship Winners Announced

The UWUA's 2014 scholarships went to Kristen Col and Benjamin Fernandez, both children of New York Local 1-2 members. Kristen graduated from Farmingdale High School and is attending Binghamton University, will major in biology and would like to one day be a veterinarian. Her father, Mark Col, who works for Trans-Canada, says, "Kristen always wanted to be a veterinarian. It's great that the UWUA has a scholarship program and I encourage everyone to apply."

This year's other scholarship winner graduated from West Hempstead High School and is attending the City College of NY. Benjamin, whose father, William Fernandez, works for ConEd, will also major in biology and is keeping his career options open.

The scholarship program was established for the children of active members of the union. The 2016 Scholarship Program is now taking applications for high school juniors who will be completing high school and entering college in the fall of 2016. The scholarship website will accept submissions through May 31, 2015: <http://programentry.nationalmerit.org/QSKRQRQ>.

A complete printable application form can be found in the April/May/June 2014 issue of *The Utility Worker* and downloaded from [www.uwua.net](http://www.uwua.net).



Kristen Col, her parents, Joanne and Mark, and her brother, Thomas.



Benjamin Fernandez and his parents, William and Christine.

# EVERYDAY SPORTSMEN EXTRAORDINARY ADVENTURES

WITH CO-HOSTS JULIE MCQUEEN AND DANIEL LEE MARTIN



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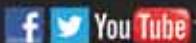
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# We Challenge You! “Vote, and Bring Someone With You”

The Young Workers Initiative Committee (YWIC) is challenging UWUA members to take the “Election Pledge” to “Vote, and bring someone with you.” That’s the message YWIC members spread at this year’s Regional Victory Conferences.

“Utility workers can play a vital role in delivering working class victories this November,” they said during their impressive presentations filled with facts about voter fall-off in mid-term elections, voter suppression, and more. “We must go to the polls and vote not just for a particular party, but for those specific individuals who can uphold and protect our best interest: working class Americans!”

Young workers said the 2010 mid-term elections will be forever remembered as a significant moment in labor history. The election of Governors Scott Walker in Wisconsin, John Kasich in Ohio, and Rick Snyder in Michigan opened the floodgates for the most aggressive attack on workers’ rights in recent history.

It’s no coincidence that within weeks of this shift in power, the

**“It is our duty to make people remember that their vote counts. We can make a difference, and we must. Our future depends on it.”**



slaughter began: 744 bills were introduced across the country attacking collective bargaining and workers’ rights to organize. Legislation included:

- ▶ Union certification required each year!
- ▶ No dues check-off!
- ▶ Bargaining being restricted!
- ▶ Grievance procedure restricted!
- ▶ Right-to-work in Michigan

Reggie Davis  
Chair, Young Workers Initiative Committee

Utility workers cannot afford to stay home in this year’s mid-term election; there is far too much at stake.

“Our failure to turn out the vote resulted in the election of these three governors who immediately pushed Corporate-Funded Anti-Labor agendas. In 2014 we have a chance to right

these wrongs,” YWIC members said.

“As a committee, the Young Workers have issued a challenge. We ask that you make a commitment to take at least one person to the polls this November. It is our duty to make people remember that their vote counts. We can make a difference, and we must. Our future depends on it.”

## EXECUTIVE VICE PRESIDENT’S REPORT

### Contract Enforcement, Grievances, Arbitrations

The inclusion of Bob Schwartz in the conferences gave participants useful information about the nuts and bolts of contract enforcement and how to protect our members. His books are really spot on, and his presentations are filled with information about industrial justice and a fair workplace that every union member should know.

For disciplinary cases, his “seven tests of just cause” is powerful. It’s empowering to know that there are seven tests that arbitrators look at in disciplinary cases, and if the company fails to meet all those tests, it really hampers their case against a union member.

### Utility Workers Military Assistance Program

Providing training and good jobs for those who serve our country is an important part of our union. Our Veterans Committee

chaired by Rick Passarelli was involved with each conference. At Region IV’s, Rick brought in and introduced the cohort that just finished up their training through the Utility Workers Military Assistance Program (UMAP) and our Power for America Training Trust, and are now going to work for Peoples Gas in Chicago.

I met and talked with them and told them about my dad, who was a WWII vet and a prisoner of war. He escaped from a prison camp and was on the run in the mountains of Italy for nine months until he got back to friendly lines. I have all the respect in the world for all veterans and am proud that we, as a union, are doing something for them.

Some members may think that it costs too much to send representatives to the conferences, but if you think about all that can be learned and if you learn a few things at each conference that you attend, just think how powerful that can be over time in the representation of our membership.



# 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

John Benn  
Susan M. Brettell  
Robert Corman  
Thomas Cuti  
Joseph DeSomma  
Paul Giarraputo  
Roderick Grice  
Troy Hodges  
Joseph Mangano  
Raymond Mead  
John J. O’Hara Jr.  
Elliot Popkin  
Gregory Shores  
Henry Suleski  
Michele T. Turco

## Local 101

Roy A. Thomasson

## Local 102-D

Mark S. Kencbok

## Local 102-F

Vince Di Bease  
David Dunn  
Walter V. Grabosky  
Dennis M. Hatter  
Ronald A. Korba  
Keith P. Pitts  
Donald V. Watson  
Keith R. Williams

## Local 102-G

Richard Bundy  
Mark A. Williams

## Local 102-I

Daniel L. Stitt

## Local 102-J

Joanna J. Fair

## Local 102-L

Steven D. Swartz

## Local 102-O

Wayne Whittington Jr.

## Local 102-R

Michael A. Clark  
Gregory D. Combs  
Dan A. Swartzentruber

## Local 102-S

Allen L. Plunkard

## Local 103

Thomas Burr  
Doris McCrary  
Tim McFarland  
**Local 106**  
Theresa Bassett  
James Leahy Jr.  
Albert Lok

## Local 123

Doug Kolmos

## Local 127

Margaret “Peg” Carpenter  
Jo Ellen Dunham  
Ernie Herrera  
Neal Martinez  
Patrick Newell  
Daniel Rodgers  
Pat Sullivan  
David Wheeler

## Local 132

Susan Ansberry  
Janet Arend  
Bernard Brock  
Phillip Brown  
Arthur P. Campos  
Frances Carlisle  
David Chacon  
James Corcoran  
Jorge Delgadillo  
John Demeduk  
Freddie Garcia  
Henry Hernandez  
Denise Mayo  
Brian Nakamura  
Marilyn Piceno  
Donald G. Pope  
Anna M. Sandoval  
Vera Sandoval  
Barbara Torres

## Local 144

Gerard D. Courier  
Gerald T. Dailey  
Henry M. Derige  
Kenneth B. Fisher  
Thomas M. Fountain  
Oscar D. Guajardo  
Robert L. Haddix Jr.  
Lyle G. Richter Jr.  
Edward A. Smela

## Local 150

Diane Brinks  
Irving Myers  
Marvell O’Flynn  
Charles Peterson Sr.

## Local 175

Rejino Castro Jr.  
David W. Curtis  
Gerald E. Eby  
James A. Ferriell  
Norman Dale Hamlin  
Mark C. Haught  
Gary E. Humble  
Richard L. Johnson  
Arthur E. Young

## Local 180

William L. Goss  
Robert L. Zimmers

## Local 223

John Drozdowski  
Deborah Ingram  
William Kujawa  
Keith Manard  
James Schultz  
Scott Sunderland  
Alford Thompson  
Robert Wilson

## Local 242

Randy Raybuck

## Local 254

Jack Nowosad

## Local 258

Victoria Spain

## Local 259

Trent Burns  
John E. Holland  
George Greenwood

## Local 264

Gary Workman  
**Local 296**  
Gary Andrick

## Local 335

Thomas J. Kaestner  
Robert C. Moore  
Glennon R. Saladin  
Charles F. Wakeland

## Local 347

Robert Shankland

## Local 355

Carol Conley  
Karen Heitefuss  
Paul Pingel

## Local 365

Michael Bohn

## Local 369

Susan Ahern  
Gary Amard  
Thomas Barsanti  
Robert Chambers  
Richard F. Collins  
Kathleen A. Connolly  
Karen Corriveau  
Charles “Brad” Curtis  
Bill Dudek  
William Eaton  
Bobby E. Guilford  
Maura Kennedy  
Berenice Marshall

## Local 242

Rick Newcomb

## Local 428

Dale Stefancic

## Local 447

Frank Rafferty

## Local 470-1

Michael A. Arnone  
Hattie R. Evans  
Lionel E. Johnson  
Michael Kelleher  
Charles T. Kindle  
Eugene Labagnara  
Robert J. Macauda  
Joseph Rydzy  
Mark Rynkowsky  
Roxanna Simmons  
Ronald Vecellio

## Local 388

Ron Hill  
Dave Robbins  
William F. Schultz  
Forrest Stoefsand

## Local 478

Bruce L. Riddle  
**Local 522**  
Steve Alcala

## Local 534

Sylvia Rojas

## Local 544

Joe Burek  
William Kittle Jr.  
Bonita Mihlbauer

## Local 590

Eduardo R. Andre  
Gerald J. Bechen  
Anup K. Biswas  
Douglas F. Young

## Local 601

George Barszcz  
Helyne Chomko  
Michael Corby  
Anthony DeMarco  
John DiStasi Jr.  
Cecille Hepburn  
Ronald Keeling  
Leroy Tomko  
Robert Worbach  
Michael A. Ziobro

## Local 666

Douglas Stockdale

## Local B310

Leonard Begin  
Eric Gould  
Pamela Just  
Thomas King  
Stephen Wasleyan

## Local B341

Chuck Meuse

### Election Notice

## Local B310

Elections for all elective offices of Local B310 will be held by mail.  
Ballots must be returned by November 6, 2014.



ACHIEVING THE DREAM OF HOME OWNERSHIP

**“I’m proud to say I am a homeowner. I finished school, which helped me land a great job as a steam mechanic. The job provided a great union, which offered great perks. One such perk was the prospect of obtaining a mortgage through the Union Plus Mortgage program.”**

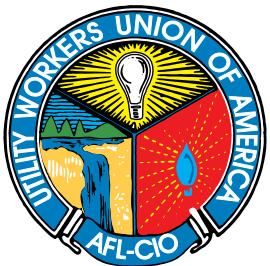
— Natassia Watson  
UWUA Member

<sup>1</sup> Eligible individuals can receive the Wells Fargo My Mortgage Gift<sup>SM</sup> promotion after closing on a new purchase or refinance loan secured by a first mortgage with Wells Fargo Home Mortgage. The promotion is not available with all mortgage loan products. This promotion is void where prohibited and subject to change or cancellation with no prior notice. Please see website for more information.

<sup>2</sup> Eligibility for the Mortgage Assistance Program begins one year after you obtain a Union Plus Mortgage.



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# Union Plus Helps UWUA Member Construct a New Life in the United States

When Natassia Watson left her home in Jamaica, she found the only haven open to her was a New York City homeless shelter. Watson promised herself, that she would return to school, get a good job, and attain the American Dream of home ownership. After becoming a trailblazing member of Utility Workers Union of America (UWUA) and the recipient of Union Plus® Mortgage program benefits, today Watson has honored her promise and is rolling out her own “Welcome” mat as a proud home owner.

The Union Plus Mortgage program offers:

- \$500 Wells Fargo My Mortgage Gift<sup>SM</sup> award card<sup>1</sup> after closing
- \$500 Union Plus First-Time Home Award
- Union Plus Mortgage Assistance<sup>2</sup>, during times of unemployment or disability

For more information, visit: [UnionPlus.org/Mortgage](http://UnionPlus.org/Mortgage)





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

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## **Your Vote Counts!** **Use it or Lose it!**

Voting is the bedrock of our democracy yet it took the Voting Rights Act of 1965 to ensure eligible citizens could vote without prejudice. Nearly half of all Americans will face more restrictions at the polls this year than they

did four years ago. In 15 states, the 2014 election will be the first major federal election with new restrictions in place, like more restrictive voter registration laws, voter ID requirements and laws that inhibit the

formerly incarcerated from voting. As we near the 50th anniversary of the Voting Rights Act, voter suppression is still very real, as is the continuing need for the enforcement of voting rights for all Americans.

## **Vote, November 4!**

### **Labor Day 2014**



Muskegon, Michigan Labor Day Parade 2014 with Locals 103 & 388.



In New York, Local 1-2 marched with family and pride.