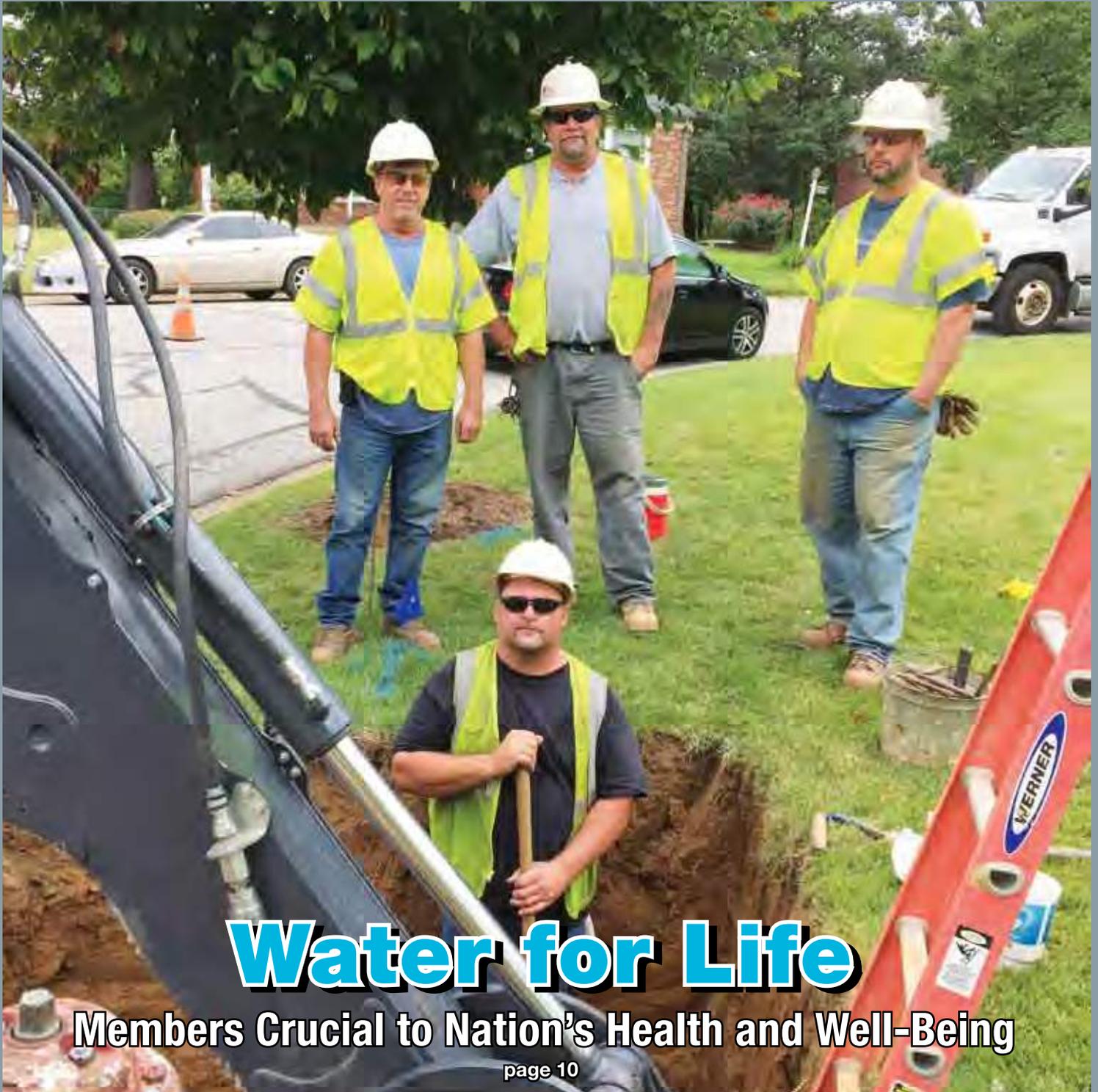


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXII, No. 1 January/February/March 2017



Water for Life

Members Crucial to Nation's Health and Well-Being

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ON THE COVER



St. Louis, MO Local 335 members.

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Tough Times for Working People

D. Michael Langford

These are going to be tough times for working people. Regardless of your party affiliation and allegiances, state and national activity point to a rough ride for those of us who get up, go to work, put in an honest day's work and hope to return home to our family safely.

Despite the rhetoric we've been hearing from all parties about support for working families, actions speak louder than words.

Since January, a number of state legislatures have moved aggressively to reduce the power of working people and their unions. So called "right-to-work" is the law in more than half the states with the recent passage in Missouri. A national "right-to-work" bill is now before Congress.

Iowa lawmakers ripped up their collective bargaining law to prevent public sector workers from bargaining over healthcare, retirement, or vacations, and excluding almost all workplace issues other than wages.

In Washington, DC, legislation has been introduced to repeal the Davis-Bacon Act requiring workers be paid prevailing wages on federal infrastructure and construction projects.

All of these legislative actions go against the interests of workers and, ultimately, the nation.

It is no accident that these attacks are taking place now, when there is a surge of support for unions. According to a January survey conducted by the nonpartisan Pew Research Center, 60% of American adults have a favorable view of labor unions. In a positive sign for the future, 75% of young people aged 18 to 29 view unions favorably. And in another recent poll, unorganized professionals showed strong support for unions (see page 9).

Utility workers are first responders. That's part of our DNA. We all know what it takes to effectively respond to emergencies — preparation, training and teamwork.

I am confident we will emerge from this tumultuous period stronger than ever because we are prepared to do so.

Over the last decade, we put in place the necessary tools to defend our gains and lift others up to join the middle class. Our two-way communications with local officers and rank-and-file members is better than ever. The National staff is fully engaged with local leader-

ship. And our collective bargaining agreements, though difficult to negotiate, remain second to none.

Through our Power for America program we are taking control of training to ensure our members are prepared to take on the challenges of our rapidly changing industries. Our Utility Workers Military Assistance Program is putting veterans to work in good jobs.

Working more closely with our brothers and sisters in other labor unions, we are building a solid network to defend our gains and plant seeds for the future.

We also continue to build relationships within the industry. My recent talk with Edison Electric Institute CEOs was a first. They are interested in working together because, like us, they understand that in order to move the ball forward, we have to come to the table as equals.

We are working with employers in several states to protect our members', and the public's, interests. In Michigan, we played a critical role in maintaining the energy infrastructure through our support for the Nofs-Proos legislation. And in Ohio, we are working with employers to protect our members' jobs and grid reliability.

There are no easy answers, no silver bullets, to address the crises our industries, and our nation, face. Our members work hard and are unparalleled. We are doing everything possible to ensure success through the collective action of our members. Though times are tough, we will persevere.

Our members work hard and are unparalleled. We are doing everything possible to ensure success through the collective action of our members. Though times are tough, we will persevere.

National Safety Director MacNeill Appointed to DOT Working Group

UWUA National Safety Director Scotty MacNeill has been appointed to represent the interests of labor as a member of the Department of Transportation's new Voluntary Information-Sharing Working Group.

The new federal advisory committee will provide recommendations to the newly confirmed Secretary of Transportation, Elaine Chao, on pipeline information systems, ways to encourage the exchange of pipeline inspection information, and best practices for the protection of proprietary and security-sensitive information, all with the purpose of improving gas transmission and hazardous liquid pipeline facility safety nationwide.

The UWUA has successfully championed the cause of pipeline safety. With



UWUA National Safety Director Scotty MacNeill, center, with St. Louis, MO Local 335 members.

this new federal appointment, Director MacNeill will be strategically placed to represent the UWUA and working people throughout the pipeline utility sector, creating a national opportunity to provide leadership and act as a front-line voice on pipeline safety issues.

“The Working Group is new and it’s good to be involved from day one,”

MacNeill explains. “We’ve met once to begin putting a foundation down for our work together. I look forward to representing our members and the public in this important work.”

In a letter announcing the appointment, UWUA President Mike Langford wrote: “Director MacNeill’s background and experience as a relentless safety advocate during his 28-year career in pipeline maintenance, as an officer with UWUA Local 1-2,

and as a UWUA staff member has, over the years, demonstrated a commitment to safety that is unparalleled in our organization. His reputation for professional excellence and dedication to worker safety has led him to a position of leadership in our Union as National Safety Director, and has advanced our work in this critical area.”

President Langford Addresses EEI CEO Board

UWUA President Mike Langford recently addressed the Edison Electric Institute CEO Board, a first for a UWUA officer. EEI is the association that represents all U.S. investor-owned electric companies.

Langford spoke about the important role the union and its members play in making the industry successful and highlighted the work of the UWUA’s Power for America Training Trust (P4A) and the Utility Workers Military Assistance Program (UMAP).

The EEI is encouraging its member companies to build their relationships and partnerships with labor.



UWUA President Mike Langford with President and Chief Executive Officer of CMS Energy/Consumers Energy, Patricia Poppe, and Chairman and CEO of DTE Energy, Gerard Anderson, at the EEI CEO Board meeting.

MA Local 273 Secures Reinstatement of Wrongfully Terminated Members

Back Pay, Full Benefits Secured from Columbia Gas in Arbitration and Settlement

In a string of recent arbitration victories, reinstatement and back pay were secured for three Brockton, MA Local 273 members who were terminated without just cause by Columbia Gas. A fourth wrongfully terminated member negotiated a fair settlement without going to arbitration. All four workers are now back to work.

“This company likes to rule by fear and intimidation,” explains Local 273 President Scot Hunter. “We got tired of getting kicked in the teeth and tried to go through the appropriate corporate channels to air our grievances but were unsuccessful. That’s when we called in the National Union and put together a strategic plan to take these bullies on. With their help we won.”

As part of the plan, the local met with the Assistant Attorney



The Local 273 Negotiating Committee takes a break from the bargaining table, left to right: Tommy Holmes, Tim Heath, Mike Wayslow, George Kourafas, President Scot Hunter, National Rep. Bob Mahoney, Herb Gurney, Tom Monahan, Tom Sylvester, Kyle Wayslow, Rick French and Pat Harrington.

General for Massachusetts to discuss their concerns because they impacted the safety and service of the publicly regulated company.

Shortly after that meeting, the company fired the four Local 273 members. “From our perspective, it was retaliation for what we were doing,” Hunter says.

The local fought the firings in arbitration and won three of the cases before the company decided to settle the fourth in favor of bringing that member back to work.

Local 273 and 273C (representing clericals) are now negotiating a new contract with Columbia Gas. In addition to seeking increases in wages, protecting benefits and improving safety language, the local’s almost 400 members want fairer treatment from the company and are hopeful the arbitration victories will demonstrate to Columbia Gas the folly of their heavy-handed ways.

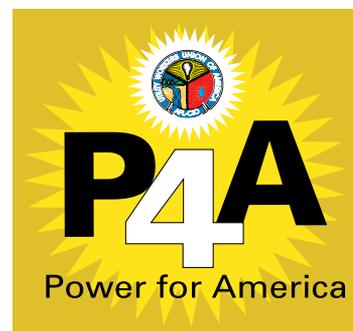
“We got tired of getting kicked in the teeth... We called in the National Union and put together a strategic plan to take these bullies on. With their help we won.”

— Local 273 President Scot Hunter

Save the Date

**RECLAIM, RETRAIN, REPOWER
REPAIR AMERICA**

**2017 Conference
Oct. 18 – 20**



Tropicana Hotel, Las Vegas

What challenges do members in water and wastewater treatment plants face while ensuring delivery of safe drinking water to the public, proper treatment of sewage, and a safe workplace?

**Ronnie Brooks**

Electrician
Local 393

“One of the biggest challenges in the water treatment industry today is decaying infrastructure. Many of our water treatment plants are dated and need to be modernized due to years of service. Also, you have to take into consideration the ever changing and evolving aspects of the job, including advancements in technology, equipment and a population growth that places added demand on the current distribution system. There are two things I’m sure we can all agree on: produce the finest water we can for our communities and to do it the safest way possible for our members.”

**Joe Swenglish**

President
Local 433

“The biggest challenge is that the work we do with sewage and wastewater goes unnoticed. Because nobody sees it, no one wants to pay for it. So then maintenance becomes an issue, there’s little planning or funding for when something breaks. As a result, it’s an emergency all the time. The solution is to have a mass investment in infrastructure. If anything is over 75 years old, dig it up and replace it. That’s big money and an inconvenience so there’s not the political will to do it.

When it comes to safety, people don’t realize that sewer gas is a real hazard. If you’re not careful and don’t have the proper equipment, over time it makes your lungs brittle. The fine air pockets in your lungs get hard and brittle and you can’t get the expansion you need. In a perfect world, no one would smell anything and it wouldn’t be a hazard. But it is, and people need to know that.”



Emanuel Barajas

President
Local 508A

“We are all supposed to be the stewards of America’s water resources while providing clean water for customers and boosting economic development. I feel we have seriously neglected our stewardship role by ignoring dangerous infrastructure issues. We must press government agencies to invest to ‘Reclaim, Retrain, Repower and Repair America.’”



Joe Rodan

Vice President
Local 508A

“Providing the highest quality of water to our customers is very important. The only way to continue giving our customers the clean water they need is to invest in replacing the 100-plus year old pipes that break consistently with new infrastructure that would support the delivery of high quality clean water. We also need to continue educating the public about water conservation — especially here in California — even with all the rain.”



Adam Solow

Station Operator
Local 365

“Major challenges involve the proper, routine maintenance of important equipment, such as analyzers. Station operators take manual samples throughout the day. If analyzers are not functioning properly, it might be hours before samples can be adequately monitored. If equipment is not maintained properly a pump might fail or remain on after the well has been shut off, which could lead to under and over dosing treatment chemicals. As companies update their technology, there needs to be standard operating procedures to address any and all issues that may arise. We need to remember the public is ultimately the one that must deal with the consequences.”

Carbon Capture Infrastructure Creates Jobs, Reduces CO2 Emissions



For over 40 years, the U.S. has led the world in CO2 enhanced oil recovery as a way to extract more oil from existing fields, safely store carbon dioxide, and reduce emissions.

At 240 MW, Petra Nova is the world's largest post-combustion carbon capture facility installed on an existing coal-fueled power plant. (Photo courtesy of nrg.com)

As a member of the National Enhanced Oil Recovery Initiative (NEORI), a coalition of labor, industry and the environmental community, the UWUA is supporting federal incentives for the commercial deployment of carbon capture, use and storage technology (CCUS) as an energy, economic and environmental priority for the nation.

The January start-up of NRG's Petra Nova carbon capture project validates the need for such support as Americans now can see the first U.S. retrofit of a coal-fired power plant with carbon capture technology. Now the largest of its kind in the world, Petra Nova, located in Thompsons, TX, was constructed with federal support on time and on budget.

NEORI's most immediate activity is seeking to expand the federal tax credit for carbon dioxide (CO2) sequestration, called the 45Q tax credit. For over 40 years, the U.S. has led the world in CO2 enhanced oil recovery as a way to extract more oil from existing fields, safely store carbon dioxide underground, and reduce emissions.

The Union and NEORI are advocating for investment in CCUS technology as a way to:

- Protect and create high-paying jobs in energy production and other industries;
- Produce billions of barrels of American oil and store billions of tons of CO2;
- Enable continued use of our nation's abundant oil, coal and natural gas resources;
- Reduce carbon emissions from power generation and industrial activities; and
- Develop the technology and grow a global industry for the nation.

In February, the unusual NEORI coalition of coal, heavy industry, environmental and labor groups, and other partners asked the House Ways and Means Committee leaders to extend and strengthen the 45Q credit for carbon capture technologies as part of any broader tax reform legislation.

"Due to long lead times for construction of such projects, the Section 45Q credit has, for practical purposes, already run out because the lack of financial certainty regarding future availability of credits deters private investment in new commercial [carbon dioxide] capture projects," the coalition wrote.

A stable, long-term incentive is essential because large, capital intensive CCUS projects take longer to develop, permit, finance and construct than smaller, less capital intensive wind and solar projects.

Professionals Want a Union and a Raise, Says New Survey

Professionals who are not union members responded very favorably when asked whether or not they would support a union in their workplace, according to a recent survey sponsored by the AFL-CIO's Department for Professional Employees (DPE).



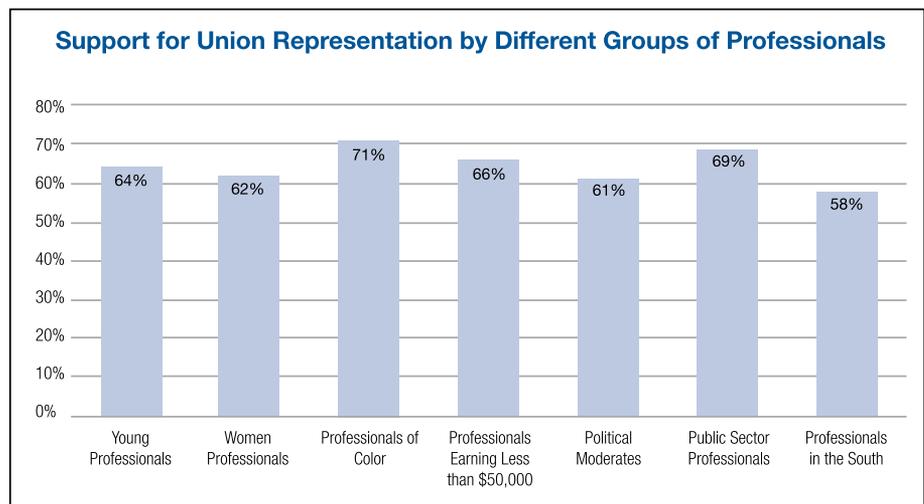
Among all professionals surveyed, 56% would support a proposal to have a union in their workplace to represent them and their professional colleagues.

Hart Research Associates conducted the survey of 1,004 non-union professional and technical employees to evaluate their attitudes about having a union at work and determine the reasons professionals would want to be represented by a union.

The survey was also designed to assess professionals' attitudes about their profession and current job, as well as the concerns they might have with joining a union. Survey participants were not represented by a union and were employed in a position that required at least an associate's degree in an academic program.

Breaking down the survey results by demographic, economic, and geographic factors revealed even stronger union support among different groups of professionals. Sixty four percent of young professionals, aged 21 to 34, indicated support for having a union. Among professionals of color, 71% would support a union. Women supported a union with a 62% majority. Professionals making less than \$100,000 per year showed strong support for being represented by a union.

A high level of support came from



Public sector professionals showed a strong level of support for employees having union representation. 69% believed it was a good idea for employees to be represented by a union at work.

professionals who earn less than \$50,000 per year with 66% supporting union representation. Geographically, 61% of Northeasterners and 58% of Southerners would support a proposal to have a union at their current workplace.

The survey also showed that most professionals who disapprove of union representation do not hold strong anti-union beliefs. Winning over professionals who only somewhat disapproved of having a union will likely require evidence that having a union is an effective way to achieve better wages and benefits. Improving current salaries and benefits is a priority for professionals who disapprove of having a union.

The survey clearly and repeatedly showed that non-union professionals want salary and annual wage improvements. Among all professionals, only

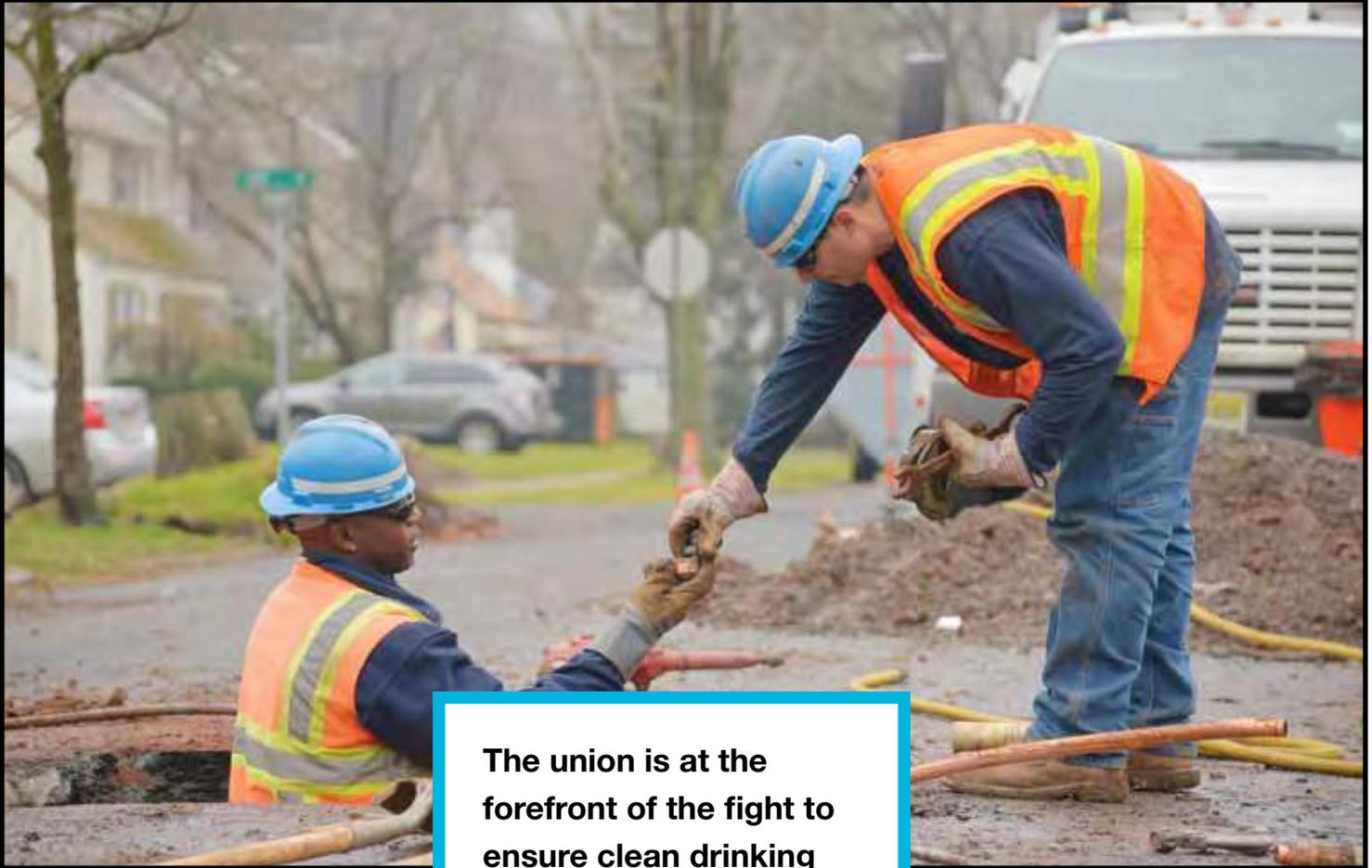
53% were satisfied with their current salaries and annual raises. When asked to identify the aspects of their current work situation they want improved, salaries and raises were by far the top priority for professionals. Receiving better salaries and annual raises was identified by 61% of professionals as a convincing reason to have a union where they work. Receiving better benefits, such as lower out-of-pocket healthcare costs and guaranteed pension plans for retirement, was identified by 58% of professionals as a convincing reason to have a union. A majority of professionals also believed that ensuring equal pay for equal work and improved work-life balance, along with paid vacations and paid family medical leave were convincing reasons to have a union.

The UWUA is a DPE affiliate.



Water for Life

Members Crucial to Nation's Health and Well-Being



The union is at the forefront of the fight to ensure clean drinking water and the safe treatment of wastewater for every American.

New Jersey American Water employees Kevin Bennett (left) and Fred DaSilva working to improve our water infrastructure in Plainsboro, NJ. (Photo courtesy of American Water)

Utility workers in the water and wastewater industries are responsible for delivering safe drinking water and treating wastewater, and are crucial to the health and well-being of the communities they serve. Without them, the nation could not function.

Water is essential for life. Yet the grade given by the American Society of Civil Engineers (ASCE) for the condition of the nation's drinking and wastewater infrastructure is a near failing "D."

As front line workers in this most important industry, no one knows the crisis in drinking water and sanitation better than the more than 5,000 UWUA water members in 80 locals who do the

work day in and day out, seven days a week, 365 days a year.

Needed: infrastructure investment

Though the quality of the nation's drinking water remains high, and the outbreak of illness caused by bad drinking water is very rare, the still unresolved disaster in Flint, MI, was a wake up call for many.

There are an estimated 240,000 water

main breaks per year in the U.S. It would cost more than \$1 trillion to replace every pipe, according to the American Water Works Association (AWWA).

On the wastewater side, although sewage treatment facilities are widespread, aging pipes and capacity shortfalls result in the discharge of an estimated 900 billion gallons of untreated sewage a year.

To put that number in perspective, that's as if every day, more than one year's worth of Pittsburgh, PA's raw



Utility Workers Get the Job Done!

Working for utilities big and small, members deliver clean water and treat wastewater safely for millions. UWUA employers include:

SUEZ

The world's largest privately owned water company with operations on all five continents. SUEZ North America operates across all 50 states and Canada, and provides drinking water and wastewater service to more than 7 million people daily.

California Water Service Group

The third largest privately owned water utility in the country.

Aqua America

A U.S.-based privately owned water and wastewater utility, serving approximately 3 million people in Pennsylvania, Ohio, North Carolina, Illinois, Texas, New Jersey, Indiana, and Virginia.

American Water

The nation's largest privately owned water and wastewater utility, providing services to an estimated 15 million people in 47 states and in Ontario, Canada.

Numerous publicly owned water and wastewater utilities throughout the country.

sewage were left untreated and flowing into our nation's rivers and waterways.

"Because this infrastructure is unseen, it goes unnoticed," says Pittsburgh Local 433 President Joe Swenglich.

"Everything has a lifespan, it's time to start replacing and rebuilding this critical infrastructure." Local 433 members safely treat the city's sewage as employees of the Allegheny County Sanitary Authority.

President Donald Trump, with support from Congress, the industry, and labor, is promoting infrastructure investment to rebuild America and create

good jobs. Even so, of the 50 infrastructure projects Trump's team has listed, only one is in wastewater, and two in drinking water.

More clearly needs to be done.

A union with solutions

As a union with solutions, the UWUA focuses on making a reality the words of its founders as written in the preamble to the UWUA Constitution: "The Utility Workers Union of America, AFL-CIO is an organization of members united by the belief in the dignity and worth of workers and by

an understanding of the necessity and value of the services we provide to the public for their health and well-being."

Under the slogan of "Reclaim, Re-train, Repair, Repower America," the UWUA is taking on the challenge of confronting the water and wastewater crisis. Through collective bargaining, organizing, and training with its Power for America Training Trust Fund, the union is at the forefront of the fight to ensure clean drinking water and the safe treatment of wastewater for every American.



MO Water Local 335 Prepares for “Right-to-Work” While Improving Safety



Local 335 President Allan Bathon, far left, local members, and American Water managers with National Safety Director Scotty MacNeill, second from right.

“We knew ‘right-to-work’ was going to pass once the new Republican Governor came into office in January,” explains Allan Bathon, president of Missouri Local 335. “We haven’t sat down with the company [American Water] to talk about it yet. Our contract expires October 2019 so we have time to prepare.”

Getting active politically

Meanwhile, Bathon and his 350 members continue to build a positive relationship with the company to ensure the safe delivery of clean water to their 300,000 customers in St. Louis County.

That means tapping the National Union’s resources, such as bringing in Safety Director Scotty MacNeill to

evaluate their safety program, and getting more involved politically, among other things.

“We’re supporting the company’s efforts to expand the state’s ‘move over law’ to include utility trucks,” Bathon says. “And in 2000 we supported an infrastructure rate charge to replace obsolete mains. We were doing pretty good putting new pipe in the ground, but that money was lost last year so we’re supporting legislation to get it back.”

Freeloaders aren’t welcome

Chartered in 1945, the local’s four seasoned officers are handling member questions on the state’s new “right-to-work” for less legislation and are communicating accurate information about

what it might mean. The law is set to take effect August 28, 2017.

“There’s a lot of confusion,” Bathon says. “Some people think the union’s going away, so we’re settling nerves and telling members ‘the union’s here as long as you want it to be.’”

As to the effect of the law in the workplace, Bathon says, “A lot of members won’t want to work with freeloaders who don’t pay union dues but enjoy all the benefits of the contract and representation. I think that would cause a lot of animosity. We’ll do our best to see that doesn’t happen.”

There’s a good chance the “right-to-work” for less legislation will be overturned in a statewide referendum, much like what happened in Ohio several years ago.

The Missouri AFL-CIO and the state’s NAACP have filed a petition for such a referendum. If successful, “right-to-work” won’t take effect until citizens have a chance to vote on the issue in 2018.

Working together

Bathon, a Shop 1 Mechanic, and his members, who run four production plants and work out of the service center, are making plans with Safety Director MacNeill and the company to improve safety. Utilizing a method developed at New York Local 1-2, union members are being trained to go out to jobsites with their co-workers to look at how they work and show them ways to work more safely. Management is not present at these site visits, no names or locations are shared, and nothing is written down so no one can be disciplined.

While it has yet to be determined the effect of the “right-to-work” for less law on the local and the workplace, safety is improving through the efforts of the union and the company working together.

UWUA and American Water Receive FMCS Director’s Award for Excellence

UWUA is proud to have been awarded the 2016 Director’s Award for Excellence by the Federal Mediation and Conciliation Service (FMCS). Director Allison Beck honored the outstanding leadership of the UWUA and the American Water Works Company as a “shining example” of labor-management cooperation in the United States with the presentation of the FMCS Director’s Award for Excellence in Labor-Management Cooperation.





Local 393 Inks 10-Year Deal with Suffolk County Water Authority

After more than 55 bargaining sessions over 3 ½ years, NY Local 393 has won a 10-year collective bargaining agreement with the Suffolk County Water Authority that includes a more than 26% increase in wages — four years of retroactive 2% salary increases and an additional 15.75% all compounded through June 30, 2023.

“It’s unfortunate that it took as long as it did, but our members stood united and held out for what we believed would be a fair contract. In the end, both sides were able to find common ground on a collective bargaining agreement that is both fair and deserving to my members,” said Nick Caracappa, president of Local 393. “This contract also gives them not only job security now and into the future, but the ability for their families to plan ahead for a better tomorrow.”

The 340 member local overwhelmingly ratified the contract by a vote of 264–12.

Other significant gains were made, including: protecting work from outside contractors, the creation of a number of new positions, the addition of higher paying positions, no layoffs, a newly defined work week with defined shifts that must be negotiated with the union before any changes can be made, double time pay for holidays and Sunday/second day off pay, and more.

Strengthening the union

Additional improvements were also made that will strengthen the power of the union by securing more time to



Local 393’s Negotiations Committee stood strong throughout the long, arduous negotiations: left to right, Mike Walls, Barbara Ash Yatauro, Oscar Montalvo, President Nick Caracappa, Rose Tullo, Timothy Riley, Lou DeGonsaque, and Donald Blumberg.

conduct union business, excused time for non-grievant witnesses in arbitrations, and union participation in new member orientation.

Gains were made in safety, too. The contract now stipulates that a minimum of one crew member will stay outside of a hole or trench at all times while work is being done. All training, contact hours and certifications/licenses will now be paid for and provided by the employer.

Cleveland Water Workers Join the UWUA

In a major organizing victory, Cleveland water workers overwhelmingly voted to join the UWUA late last year and are now preparing to negotiate their first contract as members of Local 270.

The Cleveland workers sought out the UWUA because they were dissatisfied with the representation they were getting as members of an independent union. It was through word of mouth that they learned of the high quality of representation the UWUA gives its members.

“When they contacted us, we showed them all the water locals we have in our union,” says Local 270 President Frank

Mezmarich. “These guys work in the water distribution plant and they fit in with us very well. For instance, they have boiler and operator licenses very much like in our fossil fuel plants. So they decided to become part of something bigger that could better represent them.”

Of the 59 who had the opportunity to vote, 48 voted, with 43 voting for the UWUA, 4 voting for the old union and 1 casting a ballot for no representation.

The lopsided vote made clear the workers’ desire to be represented by the UWUA and came despite dozens of attempts by the independent union to stop the election.

“They were tired of being taken advantage of by the independent union and decided they wanted to go with the UWUA — an honest, straight talking, straight shooting union with a lot of power,” explains Larry Kelley, the National Organizer who worked closely with the Cleveland workers to see that they got what they wanted. “We built an effective organizing committee whose members did the legwork to bring their co-workers into the union.”

A negotiations committee is now putting together new proposals in preparation for sitting down with the city of Cleveland to negotiate a fair contract that builds on what they have.



Utility Workers Training Utility Workers Is A Success

P4A Training Trust and American Water Making Strides Together

Through a partnership with the UWUA and its Power for America Training Trust, American Water has started a pilot project that seeks to enhance training, while also supporting union retirees.

This new program identifies recently retired American Water workers who have been union members. Through American Water's membership in the Power for America Training Trust, P4A is able to hire these retired workers, provide additional training to make them effective instructors, and they are then able to take the lead in future trainings.

Knowledge sharing

Power for America Executive Director Jon Harmon said, "This is another example of how our successful model of experienced workers training younger UWUA members continues to improve safety and service. In addition, this is a great way to strengthen the relationship between the union and the company. This type of program is another example of the strong partnership we have with American Water."

American Water Operations and Safety Lead, Priscilla Peloubet-Cohen, explained, "This is an opportunity to bring back into the business some of our most highly respected employees. These retired employees know the unique culture of American Water and have a wealth of knowledge that they can immediately start to teach to our newer employees."

This pilot program already demonstrated its effectiveness during a



Programs that hire retired workers to instruct newer employees and train UWUA members to teach safety to their peers and management help highlight the partnership between the UWUA, American Water and Power for America.

training held in Lexington, KY for 10 employees last October. The first retiree hired for this program who participated as an instructor for two training sessions was David Gelona, a former union member and field operations manager at New Jersey American Water with more than 35 years of experience.

"I'm very excited about this new program," Gelona said. "I did the work these new hires are doing and they could relate to what I was teaching them. The program enhances communications between the company and the union members and that's always a good thing."

Retired UWUA member David Gelona, left, during a safety training session with Kentucky American Water workers. Photo courtesy of American Water.

"David's participation was an incredible success," said Kevin Rogers, vice president of operations, Kentucky American Water. "He received great feedback from the participants on his knowledge of the subjects, the culture of American Water, and his skills as an instructor."

Working with the UWUA and their own Human Resources Department, American Water is designing a process to identify additional retired union members who may be able to further contribute to this program.

The company/union/training trust partnership has expanded into several other training collaborations, including development of:

- Quick tip job aids;
- Pre-job briefing checklists;
- Systems of safety programs; and
- Train-the-Trainer programs.



Union Discusses Safety and Training with Aqua Water



Aqua Water is the latest water utility to engage with the UWUA's Power for America Training Trust to improve safety and service. Pictured here are Aqua

Water Local 428 members with members of Local 1-2's safety committee and National Rep. Rich Cossell, far left.

UWUA National Rep. Rich Cossell, P4A Director Jon Harmon, and National Safety Director Scotty MacNeill met with Aqua Water management late last year to discuss safety programs and the P4A. They agreed to visit the P4A

training facility in Michigan and also benchmark with the New York Local 1-2 safety committee. The outcome was very successful.

As follow-up, Cossell, Ohio Local 428 VP Jacques Berie, and Aqua Water management visited Local 1-2 for a

two day visit where they attended a union safety committee meeting and a union/management meeting on one day. On the second day, they accompanied union safety committee members Chris Katzmann, Pete Accocela and Billy Blichner on their safety rides.

Systems of Safety is a nontraditional training class developed by the UWUA. Employees work in small groups and are challenged with situations in which they are required to use their experience to discuss and solve safety problems by applying the unique Systems of Safety methods.

Working with UWUA members, American Water and Power for America developed a train-the-trainer session where workers were taught the Systems of Safety methods as well as how to instruct and lead classes. Union represented employees, in conjunction with management, facilitated interactive safety sessions for approximately

320 union and management employees from all over the country.

The first classes were held in Pennsylvania and were led by Distribution System Serviceman Michelle Cavallo and Sub-foreman Rodney Hannold.

Fostering teamwork

“Basically, the training fosters teamwork between union and management employees,” Hannold explained.

The scenarios include real-life challenges that employees encounter like handling cell phone distractions, working in confined spaces and finding effective ways to hold pre-job safety briefings.

“The real benefit of the training is the open communication that occurs during the exercise,” said Bill Komianos, senior director of health & safety at American Water.

Programs, like hiring retired workers to instruct newer employees and training UWUA members to teach safety to their peers and to management, helps reinforce the partnership between the Union, American Water and Power for America. They also demonstrate the company's commitment to ensuring the health and safety of its employees and thus strengthens the relationship between union members and the company.

Our Union is a Lifeline!



Mike Coleman
Secretary-Treasurer

What is the value of a union? We, as union members, tend to think wage increases and working conditions are the only reasons for our union. We tend to forget there are many more important aspects of our union than wage increases and working conditions, such as negotiated contracts for medical benefits, paid time off, retirement planning and job security. Our members rely on these benefits in every day life. Simply put, our union quite often is a lifeline.

Protecting our families

The benefits that we enjoy due to collective bargaining are utilized on a daily basis by our members and, just as importantly, by our families. Quite often, many of us share and struggle through very similar challenges. Life's realities do not discriminate by race or economic background. For example, there is an increasing trend of multi-generational families living in one household. Many of our members are now raising their own grandkids and are required to provide support and medical coverage. More often than not, it's our union negotiated contracts that allow our members to add family members to their respective medical plans. Our union is a lifeline.

The benefits that we enjoy due to collective bargaining are utilized on a daily basis by our members and, just as importantly, by our families... More often than not, it's our union negotiated contracts that allow our members to add family members to their respective medical plans. Our union is a lifeline.

Caring for the afflicted

Many of our union families have seen drug addiction and/or the tragic heroin epidemic hit home. Sometimes it is our union member or a family member. Thankfully, the union negotiated benefits in many of our contracts provide some of the best rehabilitation treatments in the country. These medical and drug addiction programs often help both the addict and their affected family. Our union is a lifeline.

We have seen changes in law that have imposed severe restrictions on driver's licenses in the utility industry. We have dealt with our members losing their commercial driver's license due to medical restrictions and, sometimes, loss of license due to alcohol related events. Many of our members are sole earners for their family and these can be devastating events. We don't throw our members to the curb. We have fought for contractual provisions that often protect their jobs

while they sort through their issues. Our union is a lifeline.

We are experiencing many of our members, our member's parents, or our member's spouses living with effects of debilitating illnesses such as cancer or Alzheimer's disease. Our union negotiated benefits provide resources to help cope with the effects of the ever-growing reality of these illnesses. Our union negotiated contracts provide for time off, whether it be paid sick time or

Family Medical Leave, to allow our members to recover or help loved ones recover from a serious illness. When necessary, many of our union contracts provide paid long-term disability benefits for our members who cannot return to work. This type of support is often taken for granted. Our union does not turn our back on the 20 or 30-year union member because they are not productive any longer due to the illness and cannot work. Our union is a lifeline.

Retiring with dignity

Let's talk about retirement. Americans are working much later in life because of the lack of income in their retirement years. America's employers have abandoned the

concept of a defined benefit plan, otherwise known as a pension, and are now replacing them with defined contribution plans (401Ks). Many non-union employees have neither of these retirement vehicles while most of our unions have one or both of these options. Our union contracts can not only provide job security in employment but also financial security in retirement. Our union is a lifeline.

Our challenge as union members is to acknowledge what we have in common as Americans; our struggles, our challenges. We must continue to stand in solidarity and stand up for good wages, good working conditions and benefits our union members deserve. While we have good working relationships with many of our employers, the impact of our union representation and support has ultimately helped us secure these contractual benefits. Our union is a lifeline.

Join Us at the P4A Conference



Steven VanSlooten
Executive Vice President

Our members are the safest, most productive, highest skilled workers in the world. And we are keeping it that way by being the go-to organization for skills and safety training in our industries.

That's why we started the Power for America Training Trust in 2009. Little did we know how successful it would be. We did know that no one else was taking on the training of the next generation of utility workers and, even if they were, no one could train utility workers better than we could.

October 18-20, 2017, we will hold our third UWUA P4A National Conference in Las Vegas, Nevada — and you need to be there!

The P4A conference is geared to share useful, practical information so local officers and rank-and-file members who attend will enhance their ability to represent their co-workers and build their local union when they return home.

There will be a variety of different plenaries and industry breakout sessions — gas, water, electric, call center, and office/professional.

We will also conduct the all-important union building workshops on grievance handling, contract cost-outs and negotiations, duty of fair representation, and union history.

Our guest list includes speakers on equality and inclusion, how the words we use matter, and how to develop personal techniques to improve our memory and use our brains better.

Additional workshops will explain what our other National Trust Funds provide — the Health & Welfare Trust Fund and the Deferred Compensation (401k) Trust Fund — and how they can be negotiated for as part of collective bargaining agreements to ensure our members' benefits and training needs are comprehensively addressed.

The last P4A conference, in 2013, brought together 400 UWUA members and was a big success. We want to build on that this year to ensure our members are up-to-date on what is happening in their industries so that they are prepared to meet the challenges ahead.

And then there are the often intangible benefits of coming together as UWUA members. At the P4A conference, we take time away from the daily grind to reflect and remember where we came from. We challenge each other to take a close, hard

look at where we are today and plan for making things better for our families, our communities and ourselves. We strengthen each other and our union when we share valuable information and build lifelong relationships with our union brothers and sisters. We leave refreshed,

united and armed with new tools to move forward to build a better future.

As we move forward training today's and tomorrow's work force, here's a snapshot of the Power for America Training Trust's training successes since it started:

Skills and Health, Safety & Environment

These include OSHA trainings, CPR/First Aid, Slip/Trip simulator trainings and job-specific skill training.

- 1,102 (95% union/5% management) received skills & HSE training for a total of 45,542 training hours since January 2015.

Our Power for America Training Trust programs focus on equipping our members with the skills and advanced training needed to ensure job security, and to address the constantly evolving technological advancements within our industries.

Utility Workers Military Assistance Program

- 338 veterans trained between the two programs (Chicago and MI) for a total of 196,560 training hours since 2012.

OSHA/Susan Harwood

Last year was the first year the P4A was awarded an OSHA grant to do Susan Harwood training. To date, here's what's been accomplished:

- Systems of Safety Hazard Awareness/Focus – 856 people trained (union and employer) for 6,420 training hours;
- Train the Trainer – 56 union members trained for 1,344 training hours;
- We surpassed our goal by 209% for our training numbers under the grant.

We are facing tough times as unionized American workers. By participating in the P4A conference we will be better prepared to take on the challenges we face at our job sites, in our communities, in our industries, and as a union.

I cannot stress enough the importance of this conference and I look forward to seeing you in October!

The History of The American Labor Movement Is One We Should Never Forget



John Duffy
National Vice President

Much time has passed since the early days of the labor movement. As such, we can tend to take for granted, not only the labor victories of long ago, but the bloody struggles that made those victories possible.

The earliest recorded strike occurred in 1768 when New York journeymen tailors protested a pending wage reduction. With wages already at a low point, the journeymen knew that any further reduction in wages would make it impossible to support a family. Not wanting to lose customers and skill in the clothes making business, the business owner was forced to give in to the strikers' demands.

Unions created the middle class

That strike in 1768 was successful without any loss of life. But unfortunately, the years to come would prove to be deadly for trade unionists (patriots) fighting for fair pay and a safe workplace.

Here is a sampling of that violent and bloody history that improved wages and working conditions for American workers and created the great middle class.

- Along with being the city where the first recorded strike occurred, the first strike related fatality also took place in New York City. Once again the dispute involved tailors. On August 8, 1850, two tailors were killed when police confronted 300 strikers.
- On May 4, 1886, a labor protest rally near Chicago's Haymarket Square turned into a riot after someone threw a bomb at police. At least eleven people died as a result of the violence that day. Despite a lack of evidence against them, eight labor activists were convicted in connection with the bombing, seven were sentenced to death, four were hung, two had their sentences commuted to life in prison, one committed suicide in jail.
- The Homestead Strike, also known as the Homestead Steel Strike or Homestead Massacre, in Homestead, PA, was an

industrial lockout and strike which began on June 30, 1892, culminating in a battle between strikers and private security agents on July 6, 1892 resulting in twelve fatalities.

- The Pullman Strike was a nationwide railroad strike on May 11, 1894. It pitted the American Railway Union against the Pullman Company and the main railroads. Thirty people were killed before it was all over.

Let us remember those workers who died to give us all a better life. And at the ballot box remember those who want to undo the gains of labor, and those who want to protect them.

Workers Memorial Day
APRIL 28

- The Ludlow Massacre was an attack by the Colorado National Guard and Colorado Fuel & Iron Company camp guards on a tent colony of 1,200 striking coal miners and their families at Ludlow, CO, on April 20, 1914. Two dozen people, including miners' wives and children, were killed.

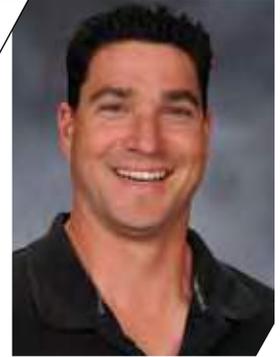
- Miners went on strike against the Stone Mountain Coal Corporation in Matewan, WV to gain recognition of the United Mine Workers. On May 19, 1920, agents of the company and 13 of the mining company's managers arrived to evict miners and their families from the mine camp. Chief of Police Sid Hatfield tried to arrest the detectives for illegally evicting miners and carrying weapons. A gun battle resulted in the deaths of 7 private agents, 2 miners, and Mayor Cabel Testerman.

We must never forget

This is just a sampling of the lives lost in the struggle for a decent life for working men and women in the United States.

The United States has had the bloodiest and most violent labor history of any industrialized nation in the world. Workers Memorial Day is April 28. It is a day to remember workers killed on the job. This year and every year, let us also remember those workers who died to give us all a better life. And at the ballot box remember those who want to undo the gains of labor, and those who want to protect them.

Letting People Know How Great UWUA Members Are!



Eric Hofmann
Member, UWUA Young Workers Initiative Committee

The Young Workers Initiative Committee (YWIC) is a group of young aspiring labor leaders who do not accept settling for the status quo. The YWIC knows that, regardless of whether a politician is a Republican or a Democrat, it is highly likely they really do not understand working class people and the needs of honest, hard working Americans.

Wading through the current political climate is difficult. Rather than focus on divisive issues, the YWIC is concentrating its efforts on one

thing that brings us all together, working closely with the National Union to help educate our members, families, communities and partners on the true meaning and economic repercussions of so-called “right-to-work” legislation at the state and federal level, and getting out a simple message: How Great UWUA Members Are! We keep the lights on, the water running, and the gas flowing to heat peoples’ homes and run their businesses. We are first responders in times of great need.

To get this message out, we have embarked on a “community involvement partnership” to reach out to community based organizations to demonstrate the good work the UWUA does by volunteering for community based activities.

We have also teamed up with Lee Anderson, the UWUA’s Government Affairs Director, to champion the new Membership Engagement Plan, and you will see those efforts coming to you soon.

A few recent YWIC member highlights include: Sharon Griffith of Local 1-2 is now also a

member of the AFL-CIO’s Young Worker Advisory Council, where she will collaborate with other AFL-CIO affiliates’ young workers committee representatives to better guide the labor movement in understanding the needs of young working people. In California, Eric Hofmann of Local 132 has embarked on a new role with his local community’s city council, where he will be a member of his local planning commission, which will have an emphasis on improving infrastructure. Finally, Matt Koch from Local 150 in Michigan has joined with the AFL-CIO on a special project geared towards Millennials to help unions better understand the younger generation of workers and to facilitate a greater fusion with the baby boomer generation

of workers on the shop floor.

These are just a few of the “projects” that the Young Workers Initiative Committee is working on and we will be hearing a lot more from these Young Workers!



The YWIC is concentrating its efforts on one thing that brings us all together...getting out a simple message: How Great UWUA Members Are! We keep the lights on, the water running and the gas flowing to heat peoples’ homes and run their businesses. We are first responders in great times of need.

Election Notices

Local 102

Nominations for the following System Local 102 officers will take place in the months of April, May and June: System Local 102 President, Vice Presidents of Area B, Area D and B.L. 180.

Nominations for the following Branch Local officers will take place in the months of April, May and June: 102-C, 102-F, 102-H, 102-J, 102-L, 102-N, 102-R, and Local 180.

Local 144

Nominations for the following Local 144 Officers: President, Vice President, Financial Secretary, Recording Secretary, Sergeant-At-Arms, and 3 Trustee positions, will take place on Tuesday, March 28, 2017 at 7:30 pm at the regular Union meeting.

Voting will take place on Monday, April 24, 2017 from 4:00 pm to 7:00 pm in Midland at the Valley Plaza Inn and in West Branch at the Klacking Township Hall. Voting in Bay City will take place at the Union Hall on Tuesday, April 25, 2017 from 8:00 am until 7:30 pm, with the regular Union meeting starting immediately after the polls close.

Make Our Democracy Thrive!



Clint Carson
Chair, Human Rights Committee

At the risk of questioning the assumption that vilifying certain groups of people will actually make America safer and greater, I want to share a few common sense thoughts.

There are a few big political issues being discussed that beg the question: Is the information I hear really correct and how does it affect me as a union member?

One vilification narrative being promulgated is that undocumented workers are taking jobs. On the one hand, it sounds plausible, particularly if you have not received a raise in years or are unable to get gainful employment due to, among other reasons, your job being outsourced.

The reality is that those in charge of GIVING jobs are the ones taking jobs away and depressing wages. We let them off the hook when we agree with the narrative about undocumented workers taking jobs.

Voter fraud

Another narrative being promulgated is that there is massive voter fraud. The truth is, there is NO EVIDENCE of massive voter fraud. What you do have is an unprecedented assault on voting rights across the country.

It sounds good to say you want to ensure everyone has ID to prevent fraud. But what you don't see is that the "Voter ID" laws suppress the vote. When the Supreme Court voted 5-4 in the Shelby vs Holder decision that section 4(b) of the Voting Rights Act was unconstitutional, several state legislatures wasted no time in passing laws that suppressed the vote in their states under the cloak of "voter ID laws."

Several of those laws have been struck down by the courts but the damage was already done, as elections were decided before challenges could even be heard. As the court cases are proving, these state legislatures are targeting certain groups: minority, youth, and poor populations.

Yet, politicians continue to stand by their assertion that there is rampant voter fraud.

Lies hurt the middle class

When legislatures enact voter suppression laws, those same politicians win elections. Once in office they enact laws that make it harder to organize into unions. When union density decreases, the middle class decreases. When the middle class decreases, it becomes easier to vilify others because people are looking for someone to blame for the negative economic issues they face.

If we want to protect our jobs and grow the middle class, we need to focus on bringing out the facts.

What can you do?

Before every meeting, we pledge allegiance to the flag of the United States of America. Defending that flag requires us to get the truth, and speak truth to power. When we do not challenge the lies about undocumented workers and voter fraud, our democracy runs the risk of falling into authoritarian rule.

What can you do? Do your homework. Then speak truth to power. This forces elected and corporate leaders to think twice about their attacks on working Americans.

It is time we start looking at each candidate and asking, "Are they committed to working families?" We need to support candidates that are willing to strengthen labor laws, fight for better benefits and wages,

as well as ensure our financial markets are safe for retirement savings.

Not comfortable doing any of that? Ok, let's stay closer to home and talk about something that you can and have to do: ORGANIZE.

Each local leader should actively prepare a communication plan to ensure members know what their local is doing. We don't have millions of dollars to pay for a propaganda campaign. We have to focus on the work we do fighting for our members everyday.

The better we are at communicating with our members, the easier it will be to operate in an era where workers remain under attack while being told by their elected officials that it is someone else's fault, not the politicians who are passing anti-worker and anti-voting rights legislation.

We have been here before. Prior to passing the Voting Rights Act of 1964, American society was questioning if our democracy would survive. We not only survived, we thrived. We can do it again but it will take all of us working together as we have never worked before.

In Solidarity,

Rob Howard

On behalf of the Human Rights Committee

We have been here before. We not only survived, we thrived. We can do it again but it will take all of us working together as we have never worked before.

Solidarity At Its Best!

The Women's March on Washington, DC on Saturday, January 21, and its sister marches in cities and towns across the country, was a phenomenal success. Thus begins a New Women's Movement!

We are so proud of our Utility Worker women from across the country, locals from Michigan, New Jersey, and New York and beyond journeyed together to Washington to stand in solidarity for women's rights and human rights. The marches across the country were unprecedented, historic and inspiring. All ages and ethnicities were represented; union and non-union labor coming together in solidarity — energized, peaceful and displaying a commonality of Sisterhood!

There is no doubt that women around the world have been empowered by this first of many events to fight for dignity, rights and legislation affecting women's rights in the workplace, healthcare, and their families, as well as their communities.

We must keep the momentum going! The UWUA Women's Caucus knows that our sisters who attended the march are FIRED UP! Our "Next Steps" going forward will be to take that energy and enthusiasm to propel engagement within our locals, mentor women to take on more leadership roles, and to continue political advocacy and action.



Valerie King
Co-Chair, Women's Caucus

"Each time a woman stands up for herself, without knowing it possibly, without claiming it, she stands up for all women."

— Maya Angelou



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

Rupert Babb
Joseph Benestante
Pete Campbell
Stephen E. Campo
Leung Chin
Joseph Cioffi
Hector Cruz
Phillip Diaz
Craig Dickson
Robert Fanesi
Steve Fronduto
Pete Gunsch
Jacqueline Kelly
Frederick Loor
Edward Manning
Jaime Mendoza
William Miller
John Nicholes
James O’Hara
Thomas M. O’Neill
Dennis Rando
Vito Rizzi
Robert Rotelli
Wanda Rowell
George Samuels
Edward Sielawa
Gerard Tully
Raymond Vega
Gerald Verrechio
David Wells
Lynda Williams

Local 101

Lorraine S. Lefere
Theresa M. McIntyre

Local 104

Bradford A. Nutt
Paul VanOchten

Local 108

Daniel L. Simmons

Local 127

Jon Andersen
Douglas Guse
Jim Jackson
Glen Schilter
John Vigneaux

Local 132

Beverly Myles
Linda Wills Washington

Local 144

Jeffrey E. Bauer
Dewayne D. Bodrie
Richard G. Gerard
James B. Hadaway
Joseph R. Rygwelski

Local 164

Thomas Combetti
James Finger
Patrick Kelley
James Lauffer

Local 223

Steven D. Ault
George H. Bernacik
Michael R. Bliss
Lester Booker
Richard D. Brantley
Darell Cooper
Thomas J. Emerich
Clarence Forris
Robert Fuller
Ronald B. Harrington
Jeffrey Hayes
Mark Horn
Gerald Jaskolski
Anthony J. Menzo
Barbara Obleton-Ivey
John H. Owens
Tom Paletti
Charles W. Peyerk
Linda Pierce
Mark R. Reid
Robert A. Rybicki
John S. Semegen
Michael S. Smith
Richard P. Strain
Steven M. Styles
Gerald H. Susterka
Paul Towe
Darren Trotter
David A. Veldman
Edward A. Wacasey
Kimberly Walters
William E. Warsink
Kevin L. Watkins

Local 246

Sharon H. Austin
Efren S. Ayran
Thomas G. Barry
Kim Blackham
John R. Bounds

Local 246 cont’d

Timothy J. R. Boyle
Carl A. Broadfoot
Frank A. Castiello
Donald Cates
Denise Lyn Catrain
Tommy E. Clevinger
Joseph Dismondi
Esperanza Elizondo
Steven Mitchell Elworthy
Dana E. Farrow
Carlos L. Fernandez
Marie E. Fisher
Brad Gadberry
Paula Gadberry
Michael B. Gardner
Dawan Ginn
Jose C. Gonzalez
David D. Harrison
Stephen P. Hathaway
Lynda J. Holmes
Barbara L. Hunter
David M. Hutchings
Richard Johnson
Leonard L. Kim
Robert A. Koop
Monte Kotur
Jeffrey R. Lindeman
Janet Virginia Loehr
Larry Marquez
Rufus Paul Medrano
Donna Oliver
Gary J. Parmeter
Arthur B. Pasimio
David A. Ptacek
Keith Weddlen
Raymond Wayne R. Richter
Forrest D. Rogers
Albert Saenz
Ruben Saenz Jr.
Victor A. Sanchez Jr.
Edward J. Shaw
William D. Shuster
Robert C. Slaton
Brenda C. Sonneborn
Arvin Torgensen
Sandra Sofia Torres
Charles B. Townsend
Thomas R. Vogan
Scott B. Walter
Mark D. Weller
Edwin White
Randy W. Wilkerson
Mark D. Williams

Local 254

Ed Siegrist

Local 258

Scott Dussia

Local 365

Thomas Baal
David Flannery
Stephen Verity

Local 369

Patricia Borden
Thomas Bosak
Richard Carter
Daniel Fish
Martha Garcia
Rene Guenette
John Harris
Richard Hatton
Harold Hughes
Deborah Keyes
Glenn Lacasse
John Lowney
Stephen Lynch
Kristine McGarry
William McGowan
Manuel Monteiro
Mary Ellen Murphy
Paul Murphy
Eugene O’Brien
William Pisaruk
Frank Richard
George Sebago
Nathaniel Smith
Sheila Yerxa

Local 395

Robert Aumack
William Evans

Local 423

Wallace Skorupski

Local 430

Teresa Hively
Charles Powell
David Reed

Local 433

James R. Bower
Linda Jacobs
Joseph Rocco
Leo J. Sforza

Local 433 cont’d

Suzanne M. Zangrilli
Lawrence E. Zdravecky

Local 447

Ellen Bacotti

Local 470-1

Bill Black
Dave Petersen
Larry Sweet
Pete Zaino

Local 478

Bradford A. Jenkins
Melvin W. Woods

Local 521

Joe Korte

Local 522

Joseph M. Baca
William Brandt
Donald A. Donley
Steve Faber
Walter F. Kelly
Kerry P. Kurtz
Gary G. Leon
Dave Sherman
Joseph V. Zorn

Local 561

Clarence Burns

Local 564

Rich Blohm
Jim Burton
Mick Irsish
Paul Kovac
John Metzger
Tony Pieprzyk
Rick Pudvan
Roger Rau
Ron Tetloff

Local B310

George Andoscia
Bonita Moreno
Richard Silvestri
Gene Washington

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
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   /UNIONSPORTSMEN





UTILITY WORKERS UNION OF AMERICA, AFL-CIO
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2017 Labor Education Initiative

UWUA President Mike Langford and the UWUA National Executive Board are dedicated to providing local union officers and members the support needed to best represent their interests. Consistent with this goal is our commitment to providing comprehensive labor education through a series of events nationwide:

A day of training and engagement to learn more about:

- **History of the UWUA and the Labor Movement**
- **Union 101 Training Sessions: Collective Bargaining; Rights and Responsibilities of Stewards; Grievance Handling; Union Finances – Best Practices**
- **Roundtable Discussion with Local Union Members: Challenges, Concerns, and Solutions in Shaping the Future of the Labor Movement.**



For more information, check with your local union officers for dates and locations.