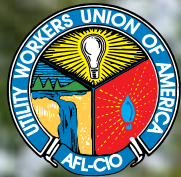


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXII, No. 2 April/May/June 2017

Safety Training Saves Lives, Builds Careers

page 12

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ON THE COVER



Pole top rescue by
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The UWUA: A Beacon of Hope

D. Michael Langford

Never have I been more proud of the work our members and our union are doing. We are advancing the goals of working people striving to build a better future for their children, grandchildren and generations to come.

In our daily lives we may sometimes feel like we're doing everything we can possibly do just to survive. And that may be true. But when we're able to pause and look at the bigger picture, it becomes clear that when union brothers and sisters struggle together, we succeed. And at the same time we create a path to a better future.

Providing tools to build power

The National Officers and Executive Board are pursuing ways to engage the membership like never before. The 2017 Labor Education Initiative is providing a vehicle to reach even deeper into our membership, especially to those locals that do not have the resources to send members to regional conferences and conventions.

These are proving very popular and we continue to seek ways to engage our members. Our goal is to build union power by involving local leaders and providing them with the tools they need to take on the challenges in their workplaces and communities.

Fighting to save jobs

Dayton Power & Light is threatening to close the Stuart and Killen coal generation plants in Adams County along the Ohio River. Not only would this put hundreds of UWUA members out of work, it would kill the local economy. We are doing everything we can to make sure those facilities stay open.

Both plants meet today's emission standards and investors have expressed interest in buying them and

keeping them running. The National Union is working closely with Local 175, elected officials and others to push DP&L to do the right thing for the communities they serve.

We are voicing our concerns to regulators about removing 3000MW of base load power from the grid.

The potential impact on grid security and the cost of electricity could be devastating.

Building a safety culture

The recent tragic loss of a union brother to a work accident drove home the importance of safety training. One fatality is one too many. We will never, ever, rest when it comes to safety.

There is a lot of information about our work in this area in the pages of this magazine. We've really just started out and I envi-

sion growing our training capacity to reach tens of thousands of utility workers.

I cannot stress enough the importance and success of our efforts in building a culture of safety in our union and with our employers.

Communicating our message

Informing our members and the public about our work and our successes is another priority area. Our recently launched website has a fresh look and a wealth of information. Please visit it at www.uwua.net. Let us know what you think. We want to hear from you.

Working people face many challenges today. Utility Workers are demonstrating that we are capable of meeting those challenges and forging ahead. I'm proud of that and you should be, too. I'm convinced that if we stay engaged, stay together and stay strong, we will successfully navigate this rough period and continue to be a beacon of hope for future generations of utility workers.

I'm convinced that if we stay engaged, stay together and stay strong, we will successfully navigate this rough period and continue to be a beacon of hope for future generations of utility workers.

Local 609 Continues Its Growth and Winning Ways

Contract victories, newly organized members, and successful grievance settlements mark Local 609's recent victories for its members who do everything from meter work to constructing and servicing gas distribution systems for different utilities around the country. The local's accomplishments include:

- Welcoming Grid One Solutions in Pennsylvania back to the UWUA.
- Signing a four-year contract with NPL, an energy infrastructure construction firm, with a 13% wage increase (5% the first year) for members in Connecticut and Massachusetts.
- Winning a three-year contract with NPL for Oregon members, which



Local 609's Oregon members with petition letters for more days off and better wages at NPL Construction.

includes a new wage structure with increases and bonuses over the life of the agreement.

- Successfully settling improper discharge grievances.

Local 609 President Renard Jowers, Vice Presidents Will Carbarlo and Jacob Harper-Cole are building a thriving local with national reach.

Local 1-2 Pres. Slevin Receives Workers Defense League Award



Slevin, left, with former Local 1-2 President Harry Farrell, who introduced him at the event.

Local 1-2 President and National Executive Board member James Slevin recently received an award for Distinguished Service to New York City Labor by the Workers Defense League at its 81st anniversary celebration. Founded in 1936, the WDL is an educational and advocacy organization with close historic ties to the labor movement. The WDL's work includes: counseling thousands of workers who call for help with

their workplace problems, representing workers denied unemployment insurance at Labor Dept. hearings, linking up unorganized workers with unions, educating the public about workers' rights and much more.

"When I send my members to the Workers Defense League, I am amazed at what they do. My members get back to me and say what a great job they do. I can't thank them enough for what they do for my union and my members," Slevin said in receiving the award.

Local 18007 Bus. Manager Passarelli, UMAP Honored for Service to Veterans

UWUA Veterans Committee Chair, Local 18007 Business Manager, National Executive Board member and Navy veteran Rick Passarelli traveled to Washington, DC in April to receive the Veterans in Excellence Award for the work Local 18007 is doing to put veterans to work through the UWUA's Utility Workers Military Assistance Program (UMAP). More than 300 veterans have successfully completed UMAP's Chicago training, growing Local 18007's membership and providing valuable service to Peoples Gas customers.



Left to right, Colonel Adam Rocke, Passarelli and General Gwendolyn Bingham.

2017 Labor Education Initiative Takes Off

Following through with their commitment to providing local union officers and members the support needed to best represent UWUA members, President Mike Langford and the



UWUA General Counsel David Radtke leading an educational workshop at the Monroeville, PA conference.

National Executive Board are hosting Labor Education Initiative sessions in each of the union's five regions this year.

These "Mini" Regional Education Conferences are focused on labor education and two-way communication with National Officers. They are allowing many rank-and-file members a first time opportunity to attend a union gathering that includes National Officers and staff, alongside other locals in their region.

Local officers are collaborating with the National to tailor program content to meet the needs of the participants. As a result, numerous subjects are being made available, including: The Rights,

Roles, and Responsibilities of Stewards; Contract Costing; Labor History; Unions Then and Now; and Politics and Our Communities; and much more.

The feedback from participants is overwhelmingly positive.

"I have never been to one and my shop steward asked me if I wanted to attend," says Ashley DaSilva, a Local 273 member working in the clerical unit at Columbia Gas in Brockton, MA. "The conference opened my eyes to all the work the union does. It's a well-oiled machine. I took part in a roundtable that was like a mock trial for handling a grievance. It was really informative. If you are interested

in getting involved in your union, one of these conferences would be very helpful."

"I attended the training conference at Monroeville, PA and was pleased with the format," says Local 577 President Randy Morgan.

"It was open for opinions and information. The roundtable discussion was very informative. I received valuable information on an issue that my local is involved in at the moment."

To date, the conferences are being held on a Saturday, to help attendance, and at no cost to the local union.

The first conference took place in Braintree, MA in March; then in Wilkes Barre, Washington, and Monroeville, PA. Additional educational sessions are planned for West Virginia, California, New Jersey and Michigan later in the year.

"A lot of the other locals have different scenarios and it made you feel like you weren't the only one that had problems with the companies."

— Monica Poziemski, Local 489, Field Service Rep.



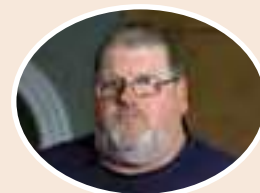
"Workers are the power in this country, not the politicians. They are trying their best to take it away from us. I'm hoping by coming to these smaller classes that we can change that direction, starting as a union and then moving on to the country.... You want to get to one of these. You are going to talk to people that are important in this union and that can make changes."

— Frank Hawk, Recording Secretary, Local 262



"President Langford and the officers were willing to listen to everything that we had to say. They told us prior to the roundtable discussion, 'If you have something to say, we want you to say it.' And we had the opportunity to speak our minds and get answers, straightforward answers."

— Jack Boyle, President, Local 408



Training makes UWUA members the safest, most productive, highest skilled utility workers in the world. How does training impact your job and your life on a daily basis?

**Dennis Hyek**

Local 105

“Being trained by the UWUA’s P4A has been a great learning experience. Safety is the number one priority while learning the skills needed to perform our jobs productively and efficiently. The training provided has impacted the way I do my job, helping to ensure that I go home safe. That approach to safety is also something that I take home to my family.”

**Michael Esquivel**

Local 18007

“I’d have to say that the training I’ve received not only from my instructors but from the veteran fitters and senior service specialists who I’ve had the honor to work with has helped me to ensure that I am working safe, to be able to identify unsafe conditions to keep myself and the customers out of harm’s way, to help provide great customer service and to be confident in my training to know I’ll go home at the end of the day.”

**Craig Dickson**Business Agent
Local 1-2

“Training can be an effective pathway to leadership. There are a few reasons for that: finding one’s voice, fighting an injustice, standing up for a family member or co-worker, or being the only one with high enough self-esteem to speak out when most will not. The second important element is developing basic skills. In the union, this comes from working on committees, and learning necessary skills through workshops and classes that are central to the union, such as grievance handling, organizing and communication. Education and training is power, and it creates leaders.”



Jean L. Washington

Business Agent
Local 1-2

“Training impacts my job everyday as well as my life because: 1) I get to go home every night to my family because of the training I received on safe working practices, and 2) I find myself using many of the things I’ve learned in my everyday life. I also pass it on to others, including my family.”



Vincent Kyne

Business Agent
Local 1-2

“I spent 39 years in the field. Quite simply put, our training makes us able to respond to whatever may come our way, which is just about everything. From CPR to environmental issues to safety regulations — all these things also carry over to our personal lives.”



Andrew Villareal

Local 105

“When I got out of the Marines I was having trouble adjusting to civilian life. I worked in the gas and oil fields in West Virginia and Louisiana, but had been laid off for a year and a half, and was working making pallets for \$10 an hour when a friend told me about the Power for America program, looking for veterans for employment in the utility industry. The first day of training the Union told us this wasn’t a job it was a career, and this is like winning the lottery, and they were right. I received great training from fellow union members which well prepared me for working in the field. More importantly, because of the UWUA’s Military Assistance Program, I work everyday with fellow veterans, it’s like a family, a band of brothers.”



Cristobal Rangel

Local 18007

“I think training impacts my life and job by providing me with the skills required to ensure the work I perform keeps families safe, so that I too can return to my family safely.”

Will Trump's Supreme Court and NLRB be Pro-Worker?

When Donald Trump was inaugurated President, one of the most important items on his agenda was nominating a person for the open seat on the United States Supreme Court. Although the Supreme Court often receives media attention for hot button issues, such as abortion rights and death penalty cases, less attention is focused on the Court's rulings that directly impact unions and worker rights.

In February, President Trump nominated Neil Gorsuch, a 49-year-old judge on the Tenth Circuit Court of Appeals, to the open Supreme Court seat.

Gorsuch's record

On April 7, 2017, the Republican controlled Senate chose the "nuclear option" and ended the filibuster rule for United States Supreme Court nominees. As a result, Judge Gorsuch was confirmed to the Supreme Court in a vote of 55-45. On April 10, Gorsuch was sworn in as an associate justice of the Supreme Court. This is a position he is likely to hold for decades.

One of President Trump's most consistent promises during the presidential election was that he supported workers. So how does Justice Gorsuch's record square with President Trump's pro-worker campaign promises?

During the Senate hearing on Gorsuch's nomination, he said very little about his views on worker rights. However, while Justice Gorsuch was a judge on the Tenth Circuit Court of Appeals, he often sided with corporations in litigation by workers.

Most famously, then Judge Gorsuch authored the dissent in the case of *Trans Am Trucking v. Administrative Re-*



Chief Justice John G. Roberts, Jr., administering the Constitutional Oath to the Honorable Neil M. Gorsuch. (Photo: Franz Jantzen, Collection of the Supreme Court of the United States)

view Board, United States Department of Labor. This case has been referred to in the media as the "frozen trucker" case. In that case, truck driver Alphonse Maddin unhitched his trailer during a snowstorm in order to drive to safety because he was suffering the effects of hypothermia and feared for his life. Although the trailer was only left for a short time and no damage was done to the trailer, he was fired by his employer. Maddin filed a claim asserting that his discharge was unlawful because he unhitched the trailer for safety reasons. Maddin's case moved its way through the administrative and then the judicial process and every judge sided with him, except for one — Justice Gorsuch, who supported Maddin's discharge, even though he faced grave danger if he had not sought shelter from the storm.

Worker rights threatened

Justice Gorsuch's dissent in the "frozen trucker" case is not a good sign for how he will view union rights and worker rights on the Supreme Court.

The AFL-CIO, which closely analyzed the rulings and writings of Justice Gorsuch, vigorously opposed his confirmation to the Supreme Court. Throughout

his career on the court of appeals, Justice Gorsuch expressed skepticism about pro-worker NLRB rulings.

When Justice Antonin Scalia died in January 2016, a seat opened on the Supreme Court. Justice Scalia was vehemently anti-union and anti-worker throughout his tenure on the Court. At the time of Justice Scalia's death, it was likely that the Supreme Court was going to rule 5-4 that all public sector union employees in the United States could become free riders and not pay for the benefits they receive from their union. The UWUA has a number of public sector locals that would be directly affected by such a ruling.

Up first, public sector

That case, *Friedrichs v. California Teachers Association*, was decided without Justice Scalia's vote and ended up a 4-4 tie, with the conservative justices (Alito, Thomas, Kennedy and Roberts) voting to allow free riders and the liberal justices (Breyer, Ginsburg, Sotomayor and Kagan) voting in support of requiring all union-represented employees to pay their fair share. As a result, the lower court ruling stood and all employees that benefit from a union contract must pay their fair share in non-right-to-work states. Now that the Court has nine justices, the issue of whether all public employees can shirk their responsibility to pay for the services their union provides is likely to come before the Court again, with Justice Gorsuch likely the deciding vote.

Another crucial test for President Trump related to unions and workers will be his appointments to the National Labor Relations Board. The NLRB is the agency that enforces the

Fighting to Keep Coal Plants Open

Local 175 and National Pressure DP&L to sell, not close, base load power

Local 175 and the National Union are fighting to keep two coal-fired power plants open in southern Ohio's Adams County. Owned by Dayton Power & Light, the Stuart Station and Killen Station plants provide 3000MW of coal fired generation and employ 353 UWUA members. Both facilities meet all environmental emission standards and have no compliance issues. Management says low natural gas prices are driving their decision.

Mobilize to fight

When DP&L announced plans to close the plants, Local 175 President Greg Adams and his Executive Board immediately took action to inform the membership and mobilize to fight the threatened closings. As an intervener in a DP&L rate case, the local has so far won a small, but significant victory, successfully arguing against the company's plans to include plant closure language in its settlement with the Public Utilities Commission of Ohio.

To press the case for keeping the plants open, Local 175 officers, National VP John Duffy, national staff and Adams County supporters recently met with Ohio Senators Sherrod Brown and Rob Portman, as well as the Chief of Staff for Congressman Brad Wenstrup (OH



CD2). They asked them to find out from the company why they are choosing to close their two plants and walk away from them, rather than seeking a buyer.

UWUA officers, members, staff and supporters visited Capitol Hill May 2 to educate Ohio Senators Sherrod Brown and Rob Portman and Congressman Brad Wenstrup, (OH CD2), about the importance of keeping Dayton Power & Light's Stuart and Killen plants operational. From left to right: UWUA National Vice President John Duffy, Operations Steward at Stuart Station, Local 175's Ryan Meadows, UWUA Region 3 Sr. National Rep Kelly Cooper, Local 175 Stuart Station Rep and E-Board member Dean Toller, Local 175 Killen Station Rep and E-Board member Brandon Grooms, Local 175 VP and E-Board Member John Arnett, Local 175 President and UWUA National E-Board member Greg Adams, Adams County Commissioner Ty Pell, and President and CEO First State Bank Michael Pell.

investors and the company which, up until now, has rebuffed their advances. All of the electeds replied favorably, pledging assistance in gathering information and helping to make connections and introductions in the hopes of keeping the plants open.

Investors Interested

The UWUA and its supporters are talking with interested investors, and the lobby group asked the elected officials to help facilitate a meeting between the investors and the company which, up until now, has rebuffed their advances. All of the electeds replied favorably, pledging assistance in gathering information and helping to make connections and introductions in the hopes of keeping the plants open.

The local and the National continue to work closely with the Ohio AFL-CIO to gain support for the continued operation of the plants.

The struggle continues

"We know there are parties interested in purchasing the two plants, and we are not going to give up the fight to keep them open," Adams states. "The company should put these plants on the market and not just close the doors and walk away. These power plants are the largest employer in Adams County. The local schools, towns and businesses rely on these plants for survival."

law that protects the right to organize a union, negotiate contracts and prohibit its retaliation against employees who engage in union activity.

Elections count

Currently, there are two openings on the five member Board. The makeup of the current Board is two Democrats and one Republican. President Trump will likely appoint two members to the NLRB soon. Two pro-management

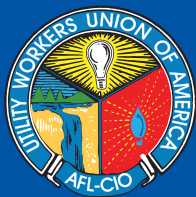
appointees could change the outcome of many NLRB rulings which protects workers and unions.

The rulings of the Labor Board directly affect UWUA members every day. It is important that UWUA members know that decisions by the Supreme Court and the NLRB impact their workplace and take that into account when supporting candidates for office.

For example, the NLRB under President Obama instituted new election rules which made elections faster

and fairer for the workers seeking to be organized. This allows workers to decide whether to be union without outside interference. UWUA locals have successfully used the new election rules to organize new groups of workers and bring the benefits of a union contract to more utility workers. The election rules have come under attack by business groups and may be rolled back if President Trump appoints anti-union officials to the NLRB.

Utility Companies + Utility Workers =

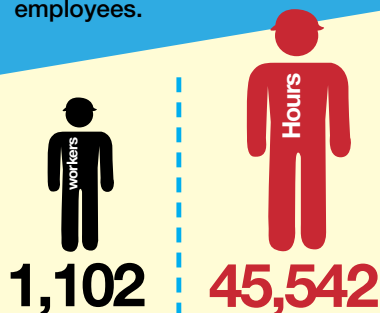


POWER
FOR AMERICA
TRAINING TRUST FUND



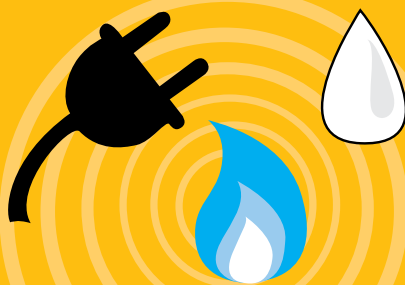
Working Smarter

P4A provides skills training across a wide spectrum — everything from familiarizing new workers with the basics of energy concepts to advanced training on new technologies. Training is customized to the specific needs of each P4A employer, and funds are not comingled — each employer's contribution is used exclusively for the training of its own employees.



Skills training: workers trained and training hours provided 2015-2016

Our trainers are actual doers — UWUA members with the experience and safety records needed to ensure that P4A graduates return to the field ready to do the job expertly and safely.



Working Safer

With OSHA grant funding P4A is helping to make safety the byword across the industry by training union and non-union, management and line workers to recognize, avoid and prevent safety and health hazards in their workplaces. Through a train-the-trainer model, P4A ensures the commitment to a safety culture becomes ingrained in worksites across the nation.

856

Total trained under
P4A's 2015 OSHA
Susan Harwood
Grant



Working Tomorrow

Utility Workers Military Assistance Program (UMAP) bridges the gap to create a winning partnership that is yielding incredible returns.

The utility industry faces a shortage of skilled workers.

Military veterans need skills training for new careers.

Working with corporate, educational and governmental partners, P4A secures training funding to recruit and train military veterans for careers in the utility industry.

7:1

The Return on
Investment of the UMAP
program to Peoples Gas

RECLAIM, RETRAIN, REPOWER
REPAIR AMERICA

The Utility Workers Union of America, AFL-CIO



Dedicated to the principle that our members are the safest,
most productive and highest skilled utility workers in the world

The Third UWUA P4A National Conference is coming this October *And you need to be there!*

The UWUA P4A Conference provides an opportunity for hundreds of our members to come together and share useful, practical information. Local officers and rank-and-file members will enhance their ability to represent their co-workers and build their local union when they return home.

PARTICIPATE IN industry break-outs where experts will examine new trends, emerging technologies, changes and challenges to expect in each industry sector, with the opportunity for participants to discuss these changes with the presenters and share their own experience and insights.

STRENGTHEN YOUR LOCAL with the all-important union building workshops on grievance handling, contract cost-outs and negotiations, duty of fair representation, and union history.

ENHANCE YOUR LEADERSHIP & PERSONAL SKILLS by attending workshops that will cover subjects from financial training & DOL compliance to learning how the words we use every day matter.

SHARE WITH OTHER MEMBERS at this opportunity to take time away from the daily grind, to reflect and remember where we came from, to 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.

For more information, contact your local union president. Updated information can be found on the UWUA website where you can also download registration forms – **www.uwua.net**.

***Leave refreshed, united and armed with new
tools to move forward to build a better future***

Safety Training Saves



As part of the union's ongoing work to ensure UWUA members are the safest, most productive, highest skilled workers in the world, UWUA National Officers, National Executive Board members and the National staff toured the Power for

America Training Center in Pottsville, MI, and Consumers Energy's Marshall Training Center in Marshall, MI in May. "Seeing these training facilities will make a believer out of you," President Langford told them.

The UWUA's commitment to providing continuous, lifelong learning opportunities for its members is successfully preparing current and future utility workers to excel in the industry. Safety is the bedrock on which all union training is built.

To continue to be the safest, most productive, highest skilled workers in the world the union is growing its training capacity with more employers choosing to participate in the Power for America (P4A) Training Trust. In addition, with a proven track record, the UWUA and its members are central players in training with a number of employers who have yet to join P4A.

Utility Workers best trainers

No one is more qualified to train utility workers than utility workers themselves. The facts show that utility workers training utility workers results in measurable improvements in safety and service while reducing costs to employers and, ultimately, the public.

"When utility workers partner with utility employers, both the workers and

"We prove day in and day out that the safety and skills training our members do pays for itself, with a safer, more productive workplace."

— MSUWC President Pat Dillon

the companies — and ultimately consumers — see big returns," says UWUA National President Mike Langford. "This is now resonating with our members, the companies, industry regulators and the public. We couldn't be happier with the results and we are working hard to partner with more employers to improve their training programs."

Power for America is a one-of-a-kind training resource for electric, gas and water utilities to become smarter, safer workplaces and ensure a pipeline of expertly trained workers, equipped with the skills to build the infrastructure of the future. P4A was established in 2009 by the UWUA.

The experience of the Michigan State Utility Workers Council (MSUWC) with Consumers Energy provides a clear example of the success of the union's safety training program. Consumers' total annual safety incidents dropped from 558 to 73 between 2007 and 2016 — a seven-fold drop in only ten years! Last year was not only the safest in the company's 135-year history, but Consumers took the prize among its peers for having the lowest safety incident rate among its peer group.

Taking ownership

"Our members do most of the training and on top of that, over the last dozen years we negotiated for eight full-time safety reps," says MSUWC President Pat Dillon. "We prove day in and day out that the safety and skills training our members do pays for itself, with a safer, more productive workplace."

Les Wutka, Single Worker Safety Representative, from Local 254, explains why MSUWC's system works so well. "When management comes to a job site, they look at it from a disciplinary perspective rather than a fixing

Lives, Builds Careers

perspective. As union safety reps, we take ownership and responsibility for safety. If we see a problem, we show our members how to correct it. It's not giving them a spanking, it's explaining why a problem exists and showing them how to fix it. I really think the membership appreciates that."

In another example of a partnership that works, UWUA Local 1-2, together with Consolidated Edison in New York, implemented a Systems of Safety program that brought down operating errors by 47% and preventable motor vehicle accidents by 40% over the five years ending 2014.

UMAP puts veterans to work

Through funding from participating employers and government grants, P4A brings together the most experienced UWUA members to meet the skills and safety training needs and challenges of UWUA employers. And through the union's innovative, nationally recognized Utility Military Assistance Program, the UWUA is working with the Dept. of Defense and partner companies to meet the recruitment and



MSUWC Safety Representatives are proving there is no one better equipped to achieve positive safety outcomes than UWUA members. Pictured here are Field Safety Reps, left to right, Les Wutka, Single Worker Safety Representative, Local 254; Jeff Jazdyk, Generation Safety Representative, Local 388; Kerry "Todd" Hessbrook, Gas Safety Representative, Local 129; Vince Rogers, Electric Safety Representative, Local 150; Ben McCrumb, Electric Safety Representative, Local 123.

training needs of tomorrow's workforce.

P4A is looking to build on its record and apply the lessons learned to create new success stories across other areas of the utility industry.

"Our message is clear," says UWUA Executive Vice President Steven VanSlooten, "No one trains better than the workers who perform the work themselves every day. If you want the safest, most highly skilled, productive workforce in the world, give us a call to find how together we can build a partnership that works."



UWUA President Mike Langford, right, discussing training with Scott Shoemaker, Electric Line Apprenticeship Coordinator, Local 258, at Consumers Energy's Marshall Training Center.

Safety Comes First for First Responders

"If it wasn't for the safety training we received, there might have been some guys who took their buckets up in those dangerous winds," says MI Local 104 President Jim Bouliew when describing work conditions during a severe March windstorm that caused the biggest power outage in state history.

"People in our trade know they are first responders, we take it on as a career goal," the 35-year veteran line worker in charge explains. "We have to answer the call. Our neighbors, friends and family depend on us to get the lights back on and make communities safe."

The storm lasted five days and impacted more than a million Consumers Energy and Detroit Edison customers. Through it all, UWUA members did their jobs safely and efficiently. By the last day of the storm, a remarkable 99% of power was restored.

Jim's message to his union brothers and sisters is: "Trust your training, trust your instincts, and speak up when things aren't going according to plan. If you don't feel safe, stop the job, go through procedures to make sure everyone is on the same page."

Dear Brothers and Sisters,

Welcome to the UWUA Safety Corner. I would like to start by saying it is an honor to have been appointed to the position of your National Safety Director. Over the past few months I have been traveling the country, visiting locals in all the regions and I am glad to report that safety is in everyone's vocabulary. But, as it is important to look at and share when things go wrong, I feel it's just as important to celebrate when things go right. As utility workers, we work in an industry that is inherently dangerous. I would like to use this space to highlight not only lessons learned when things go wrong but also highlight those who excel in safety. So please feel free to send me any stories of members that go over and above to make our workplace a safer and healthier environment, for all.



Scotty MacNeill
John.macneill@uwua.net

Union Safety Committee

Do you have a committee? Do you have a committee in your local? Who better to be taking care of our safety than your union? Union-based, peer to peer safety committees are a proven tool to promote a safer work environment. If you need information on how to set up a com-



mittee in your area feel free to have your local leadership reach out to me.

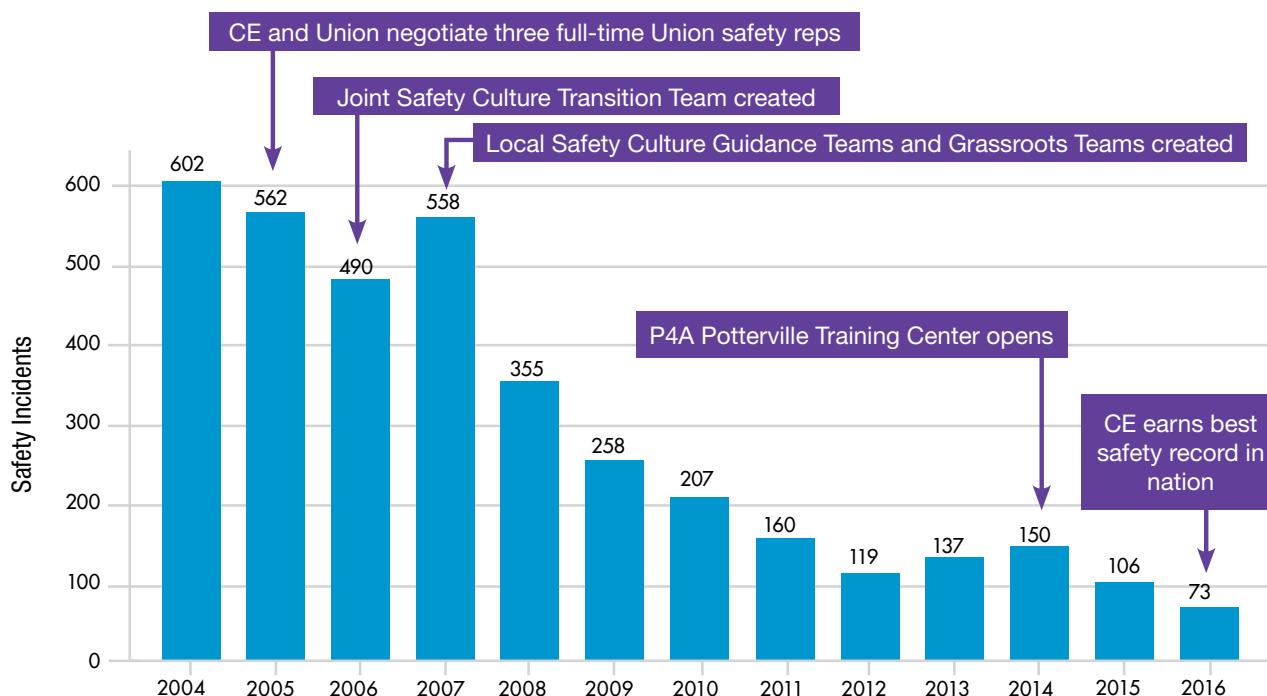
Field Visit with MSUWC Safety Team and Safety Culture Team

I would like to report on my field visit with the MSUWC Safety Team and Safety Culture Team at Consumers Energy. What I observed on my visit was that safety is definitely put first. My visit started at our P4A facility in Pottersville, MI. For three days I visited with crews from the electric ops, gas ops, and power gen divisions, and I was

glad to attend the safety presentation conducted by the Safety Culture Team. The union safety representatives at the MSUWC must be congratulated for their professionalism and dedication to safety. These individuals have both the respect from their peers and management. As I visited each location I could not help but notice that safety is not just a slogan but a living, breathing part of each job.

The chart below speaks volumes about the power of utility workers to protect their brothers and sisters.

Evolution of Safety Change
Michigan State Utility Workers Council and Consumers Energy



Doing Our Part for Safety



Steven VanSlooten
Executive Vice President

On the job injuries, illnesses and deaths go largely unnoticed, except to the victim, and those family members and co-workers who are directly impacted.

Each day, 13 people are killed on the job because of hazardous working conditions. They leave their home, go to work and don't go home to their families again.

Tens of thousands more die each year from occupational diseases, according to the Occupational Safety and Health Administration (OSHA). Some 3.7 million work-related injuries are reported each year.

These stark figures illustrate the ongoing attack on working people and their unions by those who put profits before human lives and are unwilling to invest in workplace safety.

A proven record

It doesn't have to be this way. I know, because we in the UWUA are doing our part to reduce illness, injuries and fatalities in our workplaces and have the record to prove it.

Since the founding of the UWUA almost 80 years ago, safety has always been the highest priority. When we gathered at our 28th Constitutional Convention in 2007 to debate and discuss our key principles we put safety first. Our slogan became the "safest, most productive, highest skilled workers in the world." We did so because we know that without safety the value of the other words is greatly diminished.

At the core of a safe workplace is a commitment by workers and their employer to work together to address safety concerns. Many of our employers have embraced our commitment to safety in concrete ways.

The Michigan State Utility Workers Council (MSUWC) and Consumers Energy are a great example of this. As the chart on the facing page shows, the union and the employer worked together to bring down the total number of annual safety incidents from 558 to 73 between 2007 and 2016 — a seven-fold drop in only ten years!

This remarkable story began with the 2005 contract negotiations. The one thing absolutely agreed upon was that the union and the company should not have to argue over safety. Safety is an issue that should be number one for the union and number one for the company, because without a safe workforce you really have nothing.

Safety is an issue that should be number one for the union and number one for the company, because without a safe workforce you really have nothing.

Out of that came an agreement to build a culture of safety together. That required a culture change on both sides, where both the company and the union workers agreed to regard a safe workforce as a number 1 priority.

Neither party can do it alone. The commitment to partner on safety built a relationship of mutual trust. Once this was done, the results were incredible. It doesn't happen overnight but if you stay at it, over time, the results are remarkable.

To date, hundreds of our union brothers and sisters, their families, communities and the society at large have benefited from the reduction of on the job injuries.

Since the 2005 contract the MSUWC has gone from three full time safety reps to eight full time reps all paid for by the company.

Do it right and go home safe

In 2005 when I was President of the MSUWC, we held the first safety culture kick-off meeting with representatives from all 23 locals within the MSUWC. I remember posing a question

to members to explain the need to move to a safety culture: Why cut corners to get the job done faster so you can go to another job site and cut corners to get the job done faster so you can go to another job site and cut corners to get that job done faster? Every one of us is paid by the hour. We don't go home until quitting time. So why don't we do it right the first time, be safe and go home in good health? It just made sense.

We were able to establish that, by working together, the company and the union could build a safety culture. We told management that the UWUA should be the ones training the workforce. We do the work, we know the work and we're the best at it. How much better can it get than utility workers training utility workers? We convinced the company to partner with us through the Power for America Training Trust and we implemented a pilot program successfully.

We keep expanding from there. Based on our record of success, our message to companies is clear: if you want the safest, most highly skilled, productive workforce out there, no one teaches safety better and more efficiently than the workers who perform the work every day. And that's us, the UWUA.

SECRETARY-TREASURER'S REPORT

Utility Workers Union of America, AFL-CIO

Statement of Financial Position

December 31, 2016

	Unrestricted				Temporarily Restricted		
	General Fund	Special Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	COPE Fund	Total	
ASSETS							
Current Assets							
Cash and cash equivalents	\$ 1,505,912	\$ 29,986	\$ —	\$ 25,090	\$ 232,691	\$ 1,793,679	
Accrued interest receivable	\$ 917	\$ 1,824	\$ —	\$ —	\$ —	\$ 2,741	
Per capita receivable	\$ 1,170,053	\$ 132,114	\$ —	\$ —	\$ —	\$ 1,302,167	
Accounts receivable	\$ 27,327	\$ —	\$ —	\$ —	\$ —	\$ 27,327	
Due from (to) other funds	\$ 661,481	\$ (661,481)	\$ —	\$ —	\$ —	\$ —	
Receivable from locals for bond premiums	\$ 11,408	\$ —	\$ —	\$ —	\$ —	\$ 11,408	
Prepaid expenses	\$ 190,480	\$ —	\$ —	\$ —	\$ —	\$ 190,480	
Total current assets	\$ 3,567,578	\$ (497,557)	\$ —	\$ 25,090	\$ 232,691	\$ 3,327,802	
Investments	\$ 5,328,712	\$ 5,134,034	\$ —	\$ —	\$ —	\$ 10,462,746	
Furniture and equipment	\$ 187,412	\$ —	\$ —	\$ —	\$ —	\$ 187,412	
Total assets	\$ 9,083,702	\$ 4,636,477	\$ —	\$ 25,090	\$ 232,691	\$ 13,977,960	
LIABILITIES AND NET ASSETS							
Current liabilities							
Accounts payable and accrued expenses	\$ 393,447	\$ —	\$ —	\$ —	\$ —	\$ 393,447	
Total current liabilities	\$ 393,447	\$ —	\$ —	\$ —	\$ —	\$ 393,447	
Long-Term Liabilities							
Accrued postretirement benefits cost	\$ —	\$ —	\$ 1,251,662	\$ —	\$ —	\$ 1,251,662	
Deferred rent	\$ 206,409	\$ —	\$ —	\$ —	\$ —	\$ 206,409	
Deferred compensation liability	\$ 607,752	\$ —	\$ —	\$ —	\$ —	\$ 607,752	
Total long-term liabilities	\$ 814,161	\$ —	\$ 1,251,662	\$ —	\$ —	\$ 2,065,823	
Total liabilities	\$ 1,207,608	\$ —	\$ 1,251,662	\$ —	\$ —	\$ 2,459,270	
Net Assets							
Unrestricted	\$ 7,876,094	\$ 4,636,477	\$ 1,251,662	\$ 25,090	\$ —	\$ 11,285,999	
Temporarily restricted	\$ —	\$ —	\$ —	\$ —	\$ 232,691	\$ 232,691	
Total net assets	\$ 7,876,094	\$ 4,636,477	\$ (1,251,662)	\$ 25,090	\$ 232,691	\$ 11,518,690	
Total liabilities and net assets	\$ 9,083,702	\$ 4,636,477	\$ —	\$ 25,090	\$ 232,691	\$ 13,977,960	

Statement Of Activities

Year Ended December 31, 2016

	Unrestricted				Temporarily Restricted		
	General Fund	Special Defense and Organizing Fund	Post-retirement Benefits Fund	Political-Legislative Education Fund	Total Unrestricted	COPE Fund	Total
REVENUE							
Per capita dues	\$ 10,411,377	\$ 1,169,596	\$ —	\$ —	\$ 11,580,973	\$ —	\$ 11,580,973
Initiation and charter fees	\$ 53,026	\$ —	\$ —	\$ —	\$ 53,026	\$ —	\$ 53,026
Interest and dividends	\$ 139,175	\$ 68,453	\$ —	\$ —	\$ 207,628	\$ —	\$ 207,628
Allocation of interest and dividends	\$ 68,453	\$ (68,453)	\$ —	\$ —	\$ —	\$ —	\$ —
Net appreciation (depreciation) in fair value of investments	\$ 176,117	\$ 36,182	\$ —	\$ —	\$ 212,299	\$ —	\$ 212,299
Contributions	\$ —	\$ —	\$ —	\$ 15,000	\$ 15,000	\$ 150,456	\$ 165,456
Royalties	\$ 132,352	\$ —	\$ —	\$ —	\$ 132,352	\$ —	\$ 132,352
Grant revenue	\$ 60,006	\$ —	\$ —	\$ —	\$ 60,006	\$ —	\$ 60,006
Other	\$ 77,629	\$ —	\$ —	\$ —	\$ 77,629	\$ —	\$ 77,629
Net assets released from purpose restriction	\$ 100,900	\$ —	\$ —	\$ —	\$ 100,900	\$ (100,900)	\$ —
Total Revenue	\$ 11,219,035	\$ 1,205,778	\$ —	\$ 15,000	\$ 12,439,813	\$ 49,556	\$ 12,489,369
EXPENSES							
	\$ 9,408,435	\$ 1,001,153	\$ 38,785	\$ 10	\$ 10,448,383	\$ —	\$ 10,448,383
Change in Net Assets	\$ 1,810,600	\$ 204,625	\$ (38,785)	\$ 14,990	\$ 1,991,430	\$ 49,556	\$ 2,040,986
NET ASSETS							
Beginning of year	\$ 6,065,494	\$ 4,431,852	\$ (1,212,877)	\$ 10,100	\$ 9,294,569	\$ 183,135	\$ 9,477,704
End of year	\$ 7,876,094	\$ 4,636,477	\$ (1,251,662)	\$ 25,090	\$ 11,285,999	\$ 232,691	\$ 11,518,690



Mike Coleman
Secretary-Treasurer

Statement of Expenses

December 31, 2016

Salaries	\$ 3,889,019
Lost time payments	\$ 31,948
Payroll taxes	\$ 278,025
Pension	\$ 893,745
Health and welfare benefits	\$ 689,262
Postretirement benefits	\$ 363,292
Expenses	\$ 342,200
Transportation	\$ 427,871
Executive Board expenses and allowances	\$ 387,880
Office rent and services	\$ 139,888
Supplies and materials	\$ 126,346
Postage and delivery	\$ 19,376
Telephone	\$ 72,457
Insurance	\$ 157,778
<i>The Utility Worker</i>	\$ 191,013
Professional services	\$ 1,151,249
Dues and subscriptions	\$ 72,234
Scholarships	\$ 9,075
Contributions	\$ 12,475
COPE Fund contributions	\$ 100,900
Affiliation fees	\$ 448,150
Conferences and meetings	\$ 466,096
Grant expenses	\$ 53,469
Organizing campaigns	\$ 19,675
Depreciation and amortization	\$ 37,153
Other	\$ 67,807
	\$ 10,448,383

The Taming of Corporate America; A Century Old Struggle



John Duffy
National Vice President

We've all seen what it looks like when Wall Street and corporate America treat the American economy like a Wild West casino. The economic meltdown that began in 2008 was a direct result of the rolling back of regulations and repeal of laws that were put in place as a means of preventing a repeat of the 1929 Stock Market crash and Great Depression.

Probably the single greatest action by Congress to contribute to the Great Recession of 2008, was the repeal of the Glass-Steagall Act in 1999. Glass-Steagall separated commercial banks from investment banks. In other words, commercial banks could no longer take money deposited into savings accounts, by hard working people, and make speculative risky investments with it. The law gave banks one year after passage in 1933 to decide whether they would be a commercial bank or an investment bank.

Glass-Steagall repealed

Speaking out against the repeal of Glass-Steagall on the Senate floor in 1999 was Senator Byron Dorgan (D) of North Dakota. In response to the pending repeal, Senator Dorgan predicted the future by stating, "We will in ten years' time, look back and say, we should not have done that. Because we forgot the lessons of the past." The economy melted down nine years later in 2008.

But well before Glass-Steagall and the Great Depression, the taming of corporate America began with the Sherman Anti-Trust Act of 1890. The Act basically outlawed anti-competitive activity. And the ultimate in anti-competitive activity is the creation of monopolies. So the law appropriately reads in part:

"Every person who shall monopolize, or attempt to monopolize or combine or conspire with any other person or persons, to monopolize any part of the trade or commerce among the several States, or with foreign nations, shall be deemed guilty of a felony..."

As we have learned from the 2008 economic meltdown, corporate power doesn't need to rise to the level of a total monopoly in order to be out of control. We need only look at the new phrase "Too Big to Fail."

Unfortunately, for more than a decade after the Sherman Anti-Trust Act, courts routinely sided with corporations whenever enforcement of the Act was attempted. In fact, during that time, the only organization found in restraint of trade was a labor union.

In 1901, with the assassination of President William McKinley, VP Teddy Roosevelt was sworn in as our 26th President and things were about to change. President Roosevelt understood the importance of reeling in corporate power. With a shifting court, Roosevelt was able to enforce the Act and through his time as President was able to dissolve 44 corporations that were considered monopolistic, earning him the name "Trust Buster."

Capitalism needs regulation

The economic system of capitalism can do, and has done, great things for this country, but only when it is kept in control. We have seen over more than 100 years the need to reign in corporate power. Just in our lifetime

we have witnessed massive deregulation in all our major industries. As utility workers we have seen what deregulation has done to our industry with the shuttering of power plants — in many cases to manipulate the cost of energy at the expense of workers at the plant, the surrounding community, and the public at large. So the fight goes on to level the playing field between huge powerful corporations and the working class.

Like Teddy Roosevelt, the labor movement has long understood and fought for the working class. And because there will always be those in government and industry that want to take us back to the bad old days, our fight as trade unionists is one that has no end.

As utility workers we have seen what deregulation has done to our industry with the shuttering of power plants — in many cases to manipulate the cost of energy at the expense of workers at the plant, the surrounding community, and the public at large.

Ahead of The Curve!

The UWUA's Young Workers Initiative Committee (YWIC) continues to make strides in educating, activating and organizing members to promote the goals of the National Union and the labor movement as a whole. Here is an update on some of the many recent activities of YWIC members.

Member-to-Member

Each YWIC member continues to mentor UWUA young workers in their region and develop relationships through communications with all UWUA members to grow the Member-to-Member campaign.

AFL-CIO Young Worker Summit

Sharon Griffith, Region I's YWIC member from Local 1-2, is the UWUA's representative on the AFL-CIO's Young Worker Advisory Council (YWAC). In April, Sharon attended YWAC's one week summit in Washington DC. YWAC is developing an agenda to help guide young worker groups to develop their own effective action to deal with the current national political anti-worker landscape.



Sharon Griffith,
Region I's YWIC
member
Local 1-2.



Matt Koch
Region IV's
YWIC member
Local 107.

“One common belief we all had was that millennials want to work and want the same benefits that their union counterparts have. Due to falling union membership numbers, many young people have not grown up in a union household.”

— Matt Koch, Region IV's YWIC member Local 107

most effective. Education about the history of the union and the value of membership helps drive home the importance of joining and participating in union activities.

“I truly feel that our union is way ahead of the curve,” Matt reports. “I heard a lot of suggestions that our locals are already doing: young worker committees, Member-to-Member programs, new worker orientations, and most importantly, two-way communication between rank-and-file and our leadership. On March 16th, in our nation's capital, I couldn't have been more proud to be a member of the Utility Workers Union of America than I was that day.”



The Young Workers Initiative Committee.

Professional Millennials Seminar

Matt Koch, Region IV's YWIC member from Local 107, recently represented the UWUA YWIC on the AFL-CIO's Department for Professional Employees (DPE), Professional Millennials: “The Future of Work and Unions” seminar. Matt served as one of five successful young union panelists.

“We all had very similar backgrounds as far as how we came to be union members,” Matt says. “One common belief we all had was that millennials want to work and want the same benefits that their union counterparts have. Due to falling union membership numbers, many young people have not grown up in a union household.”

A second panel explored how to organize young workers. The panel examined different organizing methods to engage and capture the attention of prospective members. The underlying theme always came back to talking face-to-face, and personally engaging workers. Speaking with people face-to-face, listening to their needs and acting in their best interest is

Rebranding the Union

YWIC is now making preparations for the October P4A Conference in Las Vegas, NV where they will host a “Branding and Community Partnerships in Today's World of Social Media” workshop. The committee believes there is a strong connection between branding and community partnerships as each serve as a way to influence public perception of unions and counter the negative stereotypes promoted by corporations, the officials who support them and the media they control.

This alone is not enough to make an effective change in the public perception of the union. However, each community event young workers and other union members participate in serves as a step towards a positive re-branding of unions. As the scale of the community events increases so too does the favorable light that will shine on our organization.

Outspoken

Without a doubt, the Women's Movement has been resurrected! Across the nation, we are witnessing symbols of female empowerment, such as the Fearless Girl bronze sculpture with her hands on her hips looking at the well-known Charging Bull statue near Wall Street, making a difference by standing still; Nike's "Make Yourself" and "Always Like a Girl" commercials focusing on perseverance, confidence and not being limited to traditional roles; the "Stay Woke" feature in Essence magazine depicting women that are change agents, rising up, speaking out and pushing the movement forward.

Stay 'woke'

Making bold moves and showing up in the spirit of solidarity encourages women to activate their own "wokeness."

UWUA members are part of the growing movement for women's empowerment. Local 223 Women's Committee Director Alicia Dennis will soon introduce a new mentoring opportunity called "Sister Friend" where Committee members will mentor a Detroit, MI mother-to-be during her pregnancy and the first year of her child's birth. UWUA



Fearless Girl.

Photo: Rachael Levy

Women's Caucus Co-Chair Ursula Grant of New York Local 1-2 is working on an initiative to improve working conditions for expectant women

in the field (flame retardant clothing, friendly lactating locations, bigger locker rooms, adequate showers and access to multiple restrooms).

New Jersey Local 601's Women's Committee remains vigilant and is participating in community partnerships that heighten local attention to the devastating impact of cancer, domestic violence, and poverty on women and their families.

Women's rights are human rights

Activating our "wokeness" wherever and however we can in local offices, volunteering with community groups or leveraging social media platforms to spark important conversations where our voices should, and must, be heard is monumental!

As stated by Angela Rye of CNN, "We should all be allowed to have our own perspective, but not our own facts." Resilience is sparked by tragedy, we deserve a seat at the table, Women's Rights are a Human Rights Struggle. We must continue to make our footprint, focusing on breaking down barriers, and being more conscious.



Valerie King
Co-Chair, Women's Caucus

Understanding Our History

There has been a lot of conversation about America and how to make it great again. While I believe there is no greater country in the world, look at what some proponents of making America great again are suggesting we do with health care and education. They are going after them in order to provide huge tax breaks for the top 1%.

I believe we have a responsibility as patriots to ensure citizens have access to safe public education, and access to affordable, quality healthcare. These are worth fighting for. Interestingly, many on the streets are protesting to preserve these things for the very first time! In order to keep the momentum

going, labor needs to ensure we understand our history of fighting for the rights of everyone, as well as take the opportunity to share our experience with the first timers.

Labor often uses the term "solidarity" as a reminder that we win when we stand united. Let's be united with those who also want to solidify the foundation of this great nation, not just for the rich, but for a system that supports each one of us to have the opportunity to be part of the American Dream.



Clint Carson
Chair, Human Rights Committee

HUMAN RIGHTS



The United States is built on the backs of tireless union workers —
industrious by character with resumes measured by the calluses on their hands.
Each year, the Union Sportsmen's Alliance selects a handful of deserving
union members for a hunting or fishing trip of a lifetime.

THESE ARE THEIR STORIES.
THIS IS BROTHERHOOD OUTDOORS.

PRESENTED BY



Bank of Labor

TUNE IN FOR AN ALL NEW SEASON

SUNDAYS AT 11 AM ET
BEGINNING JUNE 27, 2017

SPORTSMAN CHANNEL

Watch **Brotherhood Outdoors** and
all your favorites on **MyOutdoorTV**.
Start your free trial now.

MOTV
MYOUTDOORTV



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

Local 1-2

Michael Borkowski
James Cammarata
Juan Carattini
Jineal Coleman
Rafael Cousins
Maria Crespo
James Gentile
Gerard ‘Gerry’ Hickey
Christopher Hogan
Jorge Idrovo
Kenneth Leonardo
Albert Marcus
Donald Murawski
Julio Ortiz
Karen Pennington
Nancy Rodriguez
John Stiles
Curtis Thompson
John Tolliver
John Tritto
John Wallace
Walter Winters
William Zangara

Local 101

James Spittler

Local 102-D

William G. Beer

Local 102-F

Terry G. Dowling

Local 102-J

Timothy D. Bowser

Local 104

Kevin Lyvere
Mark Nuechterlein

Local 123

Gary G. Gregory
Connie S. Schieberl

Local 126

Dave Vielhaber

Local 127

Dan Ferguson
Theresa Ferguson

Local 127 cont’d

Dave Kennaugh
Tom Neiman
Ron Roghair
Terry VanAlstyne

Local 132

Michael Lopez
Robert Querfurth
Arthur Sena
Robert S. Thomas

Local 144

Randall J. Borchardt
Ralph A. Carlson III
Michael A. Douponce
Glenn P. Gault
Richard D. Rivard

Local 175

Brenda J. Barron
Dale J. Bass
Kristine L. Blakeman
Debra L. Carico
Arthur Albert Griffin
William M. Hurst
Robert T. Israel
Charles L. Miller
Jeffrey K. Myers
David G. Scudder
Jack E. Stair
Daniel R. Vanhoose
Robert L. Wright Jr.
Mark Steven Yosick

Local 211

Ken Meglaye
Ron Orbin
Kevin Scanlon
Charlie Wehmer

Local 223

Alan Abraham
Michael P. Arms
Sharon Barnett
Vanessa Carson
Forrest C. Chambers
Richard K. Drain
Bonnie Fitzgerald
John M. Frunek
John A. Ganz III

Local 233 cont’d

Donald Goodall Jr.
Steven Edgar Hall
Richard D. Harkins
Sharon Howard
Michael D. Kiniry
Karen Lixey
Robert Lixey
Mary McComb
Cheryl Munro
Karithea Murry
George Paschke
Edward R. Payne III
Thomas Rogers
Frederick Sandle
Amelia C. Sharpe
Denise M. Sturkey
Richard White

Local 254

Nancy Loy
Mary Sensini

Local 347

Lorraine Bartosz
Robert Foster

Local 365

Ralph Okunewitch
Thomas Page

Local 369

Olga Borgatti
David L. Centeio Jr.
Norman Corey
Lucia A. Costanzi
Douglas P. Dacosta
John M. Eagan
Richard Forcier
Jean Fortier
Christopher F. Horn
Robert Joseph
Priscilla D. Moore
John A. Pena
James P. Uvanitte Jr.

Local 375

Gladys Amin
Michael Figueroa
Steven Frassa
Stanley Finney

Local 375 cont’d

Robert Jennes
Carl Pulzello
Richard Stoll
Ricardo Velez

Local 384

Robert Texiere

Local 388

Bernard Czinder
John Hoving

Local 417

Michael J. Tylutki

Local 436

Thomas Greiner

Local 470-1

Calvin Demarsilis
Merlin Diane Sutton

Local 478

Michael C. Demartin
Kevin T. Johnston

Local 521

Brenda Burrows
John Pickard
Ruddy Rozanek

Local 522

Albert Aguilar
Solo Anchondo
Christopher Avila
Luther ‘Doc’ Baldwin
Michael Barbee
Chris G. Bliss
Sherman Breau
Paul Burdine
Diana B. Caballero
George Carroll
Thomas Celaya
Sheryl L. Chessman
Frankie Contreras
Beth Costa
Thomas E. Dahms
Michael Desmarais
Eric Eng
Gale Etherly

Local 522 cont’d

John Garza
Mark R. Gerry
Lynn Gilmore
Dale D. Graboyes
Duane Green
Edward C. Hale
Lawrence Hutchinson
David Johnson
Randy Johnson
George Lee
Tytree Lee
Nicolas Leyba
Peggy Li
Johnny F. Lozano
Kieran Mann
Henry Mar
Joe Mejia
Manny Melendez
Brad S. Morrison
George Racu
Richard Ramirez
Doug Requa
Domingo Romero
John Sabo
Gabriel Silva
Ron Snyder
Gary Strobel
Larry Thomas
Johnnie Verdugo
Gayle E. Williams-Jovoni
Frank E. Winn

Local 533

Ted McLachlan

Local 534

Craig Peterson

Local 540

Robert Cretella
Richard Melvin

Local 18007

Michael J. McDonagh

Local B310

Richard Girouard
George Gurskey
William Hagan
Robert Rathbun

The UWUA Objection Plan Year July 1, 2017 — June 30, 2018

1 Nonmembers' Right to Object.

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

2 Procedure for Filing Objections.

Objections must be made by the individual objectors, in writing, addressed to the National Secretary-Treasurer, UWUA, 1300 L St. NW., Suite 1200 Washington, DC 20005. Simple objections must be made annually and are effective for a single Plan Year (July 1 to June 30). Objections must include the nonmember's name and address and Local Union number. An objection which expressly provides that it is continuing will be honored. All other objections will be considered simple objections which must be renewed annually.

3 Reduction in Dues or Fees.

The fees paid to both the UWUA and its Local Unions by nonmember employees who file objections will be reduced for a 12-month period. Once a written objection is received by the National Office, the National Secretary-Treasurer will notify the relevant local to reduce the fees for the objecting member. Dues or fees paid by nonmember employees are comprised of the per capita fees paid to the UWUA and fees retained by the Local Union.

For the Plan Year July 1, 2017 to June 30, 2018, 90.00% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. Of the total \$268.08 in per capita fees, \$241.28 (or \$20.10 per month) will be chargeable. The applicable non-germane percentage of 10.00% was determined by analyzing the UWUA's expenditures for the recently completed fiscal year. The percentage of reduction in fees for Local Unions has been calculated at the same rate as per capita fees, because the percentages of Local Union expenditures on non-germane activities have generally been lower than those of the UWUA.

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

The National Secretary-Treasurer calculates the reduction in the UWUA's per capita fees and in Local Union fees to which objectors will be entitled by determining the

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

Appeal to Impartial Arbitrator.

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

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

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