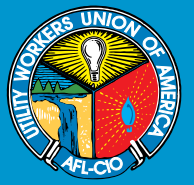


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIII, No. 1 January/February/March 2018



Indian Point Energy Center

Fighting for Nuclear Decommissioning Work!

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Palisades Nuclear Generating Station



Pilgrim Nuclear Power Station

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D. Michael Langford

The Year Ahead!

This year is shaping up to be another blockbuster year for the UWUA. Our signature theme of Reclaim, Retrain, Repower, and Repair America is resonating with government officials, employers, industry regulators, and the public. We have positioned ourselves to make the most of what 2018 has to offer.

Foremost is President Trump's long awaited plan to rebuild the country's infrastructure with \$200 billion of federal funds to leverage \$1.5 trillion in investments.

A union with solutions

While Congress will make many changes to this plan, we are hopeful Washington will finally pass legislation in 2018 that will spur much needed investment in the industries where most of our members work: water, gas, and electric.

Trump's appointments clearly favor those corporate executives who stand to benefit most from his policies. Nonetheless, we have shown time and time again that we are a union with solutions. As a result, I am confident our members will benefit from the infusion of money into our core industries.

Nobody trains utility workers better

We have clearly demonstrated that when it comes to training, nobody does it better. Utility workers training utility workers is the reason our Power for America Training Trust is so successful. And we look forward to bringing more employers into the P4A in 2018.

Our success is due, in part, to being the safest, most productive, highest skilled workers in the world. But without our knowledge of collective bargaining and the united strength we bring to the table, we would not be so successful.

Regional Educational Conferences

This year our Regional Conferences will focus on fundamentals, offering a number of workshops to help members sharpen their skills, and make them more effective advocates for themselves and their fellow workers.

Our strength and solidarity will be tested in 2018 as we brace for the U.S. Supreme Court decision on the

Janus v. AFSCME case. If the court rules against the AFSCME union, as is expected, "right to work" will replace "closed shops" for the entire public sector workforce. Many UWUA members work in the public sector and we will have to work with them to ensure such a decision does not weaken us.

Political action

The critical 2018 mid-term elections give us the opportunity to elect worker friendly candidates. With the stroke of

a pen, government officials can take away hard fought gains. They can also make decisions in our favor.

The importance of engaging in the political process was driven home when the budget passed by Congress Feb. 9 and signed into law by the President included the FUTURE Act. We strongly supported this legislation because it will bring huge investments in carbon capture technology. This is a milestone event in our nation's progress toward a clean energy future that includes a diverse mix of generation sources. As Utility Workers, we know there is a continuing place for the energy industries that built our nation, and that bringing carbon capture systems to scale will ensure the high-quality jobs in those facilities can continue to support working families and their communities across the country for the foreseeable future.

"As Utility Workers, we know there is a continuing place for the energy industries that built our nation, and that bringing carbon capture systems to scale will ensure the high-quality jobs in those facilities can continue to support working families and their communities across the country for the foreseeable future."

Fires and Floods Highlight Work of

While UWUA members continued their rebuilding efforts on hurricane devastated Puerto Rico and the Virgin Islands, California was hit with wildfires and flashfloods. The growth in the severity of storms is shining a light on the role of utility workers as first responders.

When mudslides and fire recently ravaged parts of California, hundreds of UWUA members from Locals 132 and 483 mobilized. By shutting down, repairing, and restoring gas service, these first responders literally saved the lives and properties of hundreds of SoCalGas customers. Meanwhile, customer service representatives handled thousands of calls, effectively directing the public during the disasters that struck near Los Angeles.

Proud to be a Utility Worker

Over 400 Local 132 and Local 483 members were deployed to Montecito, CA after mudslides wiped out the town in early January. This disaster was a result of downpours hitting steep hillsides that were stripped of their vegetation from extreme wildfires.

Local 132 represents some 4,000 gas-workers in distribution and customer



More than 300 Local 132 members doing distribution and customer service work responded to the emergency in Montecito, CA. Pictured here are customer service workers.

service, while Local 483 represents 350 members in storage and transmission.

"Watching it on the news did not fully capture the severity of the destruction. It was like something out of a movie,"

says Local 132 President Javier A. Salas. "It made me very proud to join with and represent my members who willingly and unselfishly left their homes and their families with just a few hours

Job-Saving Wins Set Stage for

Four Local 132 members' jobs were recently saved, thanks to successive arbitration victories won by the local's leadership. An arbitrator found Edwin Riley, Frank Zavala, Simon Mendoza, and Juan Torres were wrongfully terminated and they have either returned to work or are in the process of doing so.

"At a time when the company is struggling to keep up with state and California Public Utility Commission require-



Locals 132, 483, and 522 negotiate with SoCalGas together. Preparations for contract talks later this year are already underway. Pictured here are, left to right, 483 President Robin Downs, 522 President Kito Singleton, 132 President Javier A. Salas and Region V Senior National Rep. Jerry Acosta.



Saving members' jobs from unjust discharges is always a top union priority. Local 132 recently got four members' jobs back and saved a fifth in the process. Pictured here are local officers with some of those whose jobs were saved, left to right, Business Agent Joe Moreno, Simon Mendoza, Vivian Cao, President Javier A. Salas, Juan Torres and Local 132 Secretary-Treasurer Milton Davis.

CA Members as First Responders

notice to go help in the recovery from this disaster. So far they've done this without any accidents or incidents under extreme working conditions."

Huge gas transmission lines were destroyed in the disaster and Local 483 members continue to work around the clock to restore service to the area.

We are there!

"Our guys were out there from the very first minute, locating the pipelines that ran right through the mudslide and making it safe for firemen and policemen," says Local 483 President Robin Downs. "I'd like to make the public aware that we are first responders, we go in in every situation, under the most hazardous conditions. Fires, earthquakes, mudslides, we are there, on the scene making things safe for other first responders."

"The work our members are doing here in the U.S. and around the Caribbean highlights the fact that we are first responders," says UWUA President Mike Langford. "In each and every one of the natural or man-made disasters



Local 483 members cutting and capping a 16-inch gas transmission line damaged by a third party contractor who was replacing telephone poles to restore services following disastrous mudslides.

that have recently struck, our members are there, securing hard-hit areas safely, rebuilding infrastructure, and restoring services to the public."



Montecito, CA suffered flash floods on Jan. 9 when torrential rains hit steep slopes denuded by a huge wildfire. Twenty-one people lost their lives and hundreds of homes were damaged or destroyed. A 22-inch gas transmission line buried 10 feet below the bottom of a creek was exposed by the flood and mudslide. Car-sized boulders like the ones pictured here tore it apart.

Upcoming Contract Talks

ments, it makes no sense for them to engage in counterproductive action," says Local 132 President Javier A. Salas. "Their gross misconduct resulted from not applying fair and equitable treatment of employees based on our contract, labor laws, and regulations set forth by the National Labor Relations Act."

Riley was wrongfully discharged for using a mechanical coupler to shut off gas in an emergency. Although the company stopped using the component, thousands were still in use in the field. What should have been a case of

failure to follow policy, a minor offense, lead to Riley's discharge.

Frank Zavala, Riley's shop steward, was targeted by the company for defending his co-worker during his discharge case. A minor infraction (failure to follow policy) led to Zavala's discharge. The union saw this as a clear attack on a shop steward and successfully took his case to the NLRB and arbitration. As a true shop steward, although discharged, Zavala was present and supported Riley during his arbitration.

In another case, the company unjustly

discharged Simon Mendoza after he was involved in a motor vehicle accident. The union challenged this and won.

Lastly, Juan Torres had a special agreement with the company that set forth a list of requirements that the company failed to meet. After his discharge, the arbitrator ordered the company to put Torres back to work.

With contract negotiations coming up, these four victories could not have come at a better time!

With the announcements of the projected closures of three UWUA represented nuclear facility sites, what do you believe the role of the in-house workforce should be for the decommissioning process?

**John Daly**

Nuclear Executive Board – VP – Pilgrim
Local 369

“UWUA President Mike Langford said it best, ‘We are the safest, most productive, highest skilled workers in the world.’ Local 369 members at Pilgrim Nuclear Power Station are some of the most highly motivated workers in the nuclear industry. We have spent a large portion of our lives operating, repairing, dismantling, overhauling and reassembling all equipment at Pilgrim. With our knowledge and experience we should be offered a major role in all aspects of the decommissioning process.

With so many companies trying to jump into the decommissioning of commercial nuclear power plants, with little to no experience and limited funds with which to do so, it would only make sense that the experience, skill and dedication of the UWUA be completely involved.”

**Mark Lewis**

Shop Steward – Indian Point
Local 1-2

“The UWUA in-house workforce is committed to the safe and reliable operation of these nuclear power plants. It is through exceptional skill, training and dedication that we accomplish this. This team of professionals should be a part of the decommissioning process, continuing to provide their wide array of unique talent to ensure decommissioning is done right.”

**Kelly O'Brien**

Chief Steward – Pilgrim
Local 369

“We’ve been here all the years of operation and we should be involved afterwards in doing the decommissioning work. Our contract runs out to 2021, after the projected closing. Just because we’re not generating electricity anymore, we know the plant, we know the work, and we could decommission Pilgrim better than anyone from the outside.”



Chuck Burchfield

Palisades
Local 150

“I can confidently state that the workforce I have been a part of for 19 years is unquestionably the most capable of performing the task of de-commissioning. We have the training, skills, and knowledge of the plant required to safely disassemble plant systems. In addition, we live here and most of us plan on staying here. Who could possibly care more about getting the job done successfully than us? The answer to the ‘Speaking Out’ question is: no one more so than my brothers and sisters of the UWUA Local 150.”



George Stieber

Control Room Operator – Palisades
Local 150 Vice President

“My UWUA brothers and sisters at Palisades have proven time and again over the last 35-plus years that they are among the most dedicated, highly trained, productive and safest workforces in the industry. There is nothing we can’t do, including the decommissioning of the Palisades Nuclear Plant, and who better to tear it down than those who have worked so hard to keep it running. We owe it to the community to make sure the Palisades Nuclear Plant is safely retired and the property restored to its original condition, or better.”



Nicolas Chase

Shop Steward – Indian Point
Local 1-2

“The UWUA represented in-house workforce at these nuclear power facilities that are projected to close are highly trained, skilled and motivated. We work as a team in a conservative and safe manner to operate world-class establishments. As members living and working in the local community we would make sure the decommissioning process would be handled and carried out with the same professionalism, rigor and attention to detail as when these plants were running.”

Local 393 Wins Right to Conduct Union Orientations

Suffolk County Water Authority workers, members of Local 393, recently won contract language that guarantees the local the right to meet with new hires and welcome them with a union orientation.

In today's workplace, a new hire is often told by management that the company is responsible for their pay, benefits, and working conditions. The union is left out of the picture, except for the cost of dues.

Local 393 is setting the record straight from day one.

"I sit down with them and go over who we are, what we're about, and how we got to where we are," says Local 393 Secretary Rose Tullo, who does the orientations. "I tell them that they are hired and



Local 393 Secretary Rose Tullo, right, swearing in new member, Danielle Magee.

paid by the company but that everything in that paycheck — their pay, benefits, longevity, sick days, vacation days and more — is negotiated for by the union.

They are getting what they are today because of how hard we worked over the years."

The newly won orientation language in their contract reads:

"The Authority will permit a Union Executive Board member to participate in the orientation day for new bargaining unit employees for up to twenty (20) minutes to discuss Union procedures, Union dues, probationary period, grievance process, overtime rules, seniority, accruals, job bidding and dates of Union meetings. An Authority Human Resources employee shall be present during the twenty (20) minute period."

Tullo also presents the new members with an orientation packet that includes: a welcome letter from President Nick

Canada Hydro Power Competition Triggers TAA Brayton Point Workers

When Dynegy announced the closing of Brayton Point, the largest coal-fired power plant in New England, the National Union and Local 464 fought hard to keep it open.

After the Federal Energy Regulatory Commission (FERC) rejected their argument that the company's decision resulted from an attempt to manipulate the price of electricity, a decision being appealed, union officials dug deep into their toolbox to get the most they possibly could for their members.

Among the tools they used was the federal Trade Adjustment Assistance, which includes protections for workers who are adversely affected by foreign competition, in this case Canadian hydropower.

Citing the "increased import of power

"What we try to do if we can't stop a plant from closing is minimize the number of layoffs and help people find jobs if they are laid off. We all fought right up to the end to make sure our members got everything they are entitled to, including, in this case, federal TAA benefits."

— UWUA Region I Senior National Representative, Dan Hurley

produced in Canada and the closing of coal-burning power plants in New England due to inability to compete in costs" as the reason for their plant being shuttered, the Department of Labor awarded TAA benefits to 52 Local 464 members.

"What we try to do if we can't stop a plant from closing is minimize the number of layoffs and help people find jobs if they are laid off," explains UWUA Region I Senior National Representative, Dan Hurley. "We all fought right up to the end to make sure our members got everything they are entitled to, including, in this case, federal TAA benefits."

The TAA is a federal program established under the Trade Act of 1974 that provides aid to workers who lose their jobs or whose hours of work and wages are reduced as a result of increased imports.

"Labor unions fought long and hard to win TAA benefits for workers and we continue the fight to keep them," says Bob Bower from the Massachusetts AFL-CIO and a key player in winning the benefits for Local 464 members. "These trade benefits are

for New Hires

Caracappa with important phone numbers, benefits information, a local pocket calendar, a “Proud to be Union” bumpersticker, a “Weingarten Rights” card, and the President’s and Vice-President Lou deGonzague’s business cards.

“I tell new members that they are the future of our union,” Tullo explains. “We are here to do the best we can for them and if they want to keep everything they have for tomorrow then they need to be with us today.”

After the new member goes through the orientation, Tullo shares their information with their Shop Steward, stays in touch with them through their 90-day probation, and follows up with them to get them sworn in at a union meeting.

A Benefits for

Cadillac benefits and include two years worth of unemployment and retraining opportunities. We’ve seen people’s lives changed for the better with these benefits.”

The TAA program offers a variety of benefits and reemployment services to help unemployed workers prepare for and obtain suitable employment. Workers may be eligible for training, job search and relocation allowances, income support, and other reemployment services.

Working together, the UWUA and Bower gained the support of U.S. Senators Elizabeth Warren and Edward Markey and U.S. Rep. Joseph Kennedy III, who wrote letters to the DOL in support of the Brayton Point workers.

A petition for TAA may be filed by a group of three or more workers, their union, or other duly authorized representative.

Utility and Communications Workers Join to Fight for Union Jobs and Member Safety

Rapid expansion in the communications industry over the last few decades has resulted in utility poles burdened to an ever greater degree with much more than just electric power lines. Phone companies, cable television, mobile communications providers, and more, have added their physical wires to existing electric industry poles. When companies such as ATT, Verizon, Comcast, or even Google, just to name a few, seek to add lines to existing poles, the question is raised – who performs the work of moving existing electric lines, who hangs the new wires, and who makes sure the whole process is done in a safe and timely fashion?

Pole work is union work

The physical complexity of these tasks has often led to disagreements between the electric and communication industries over how best to accomplish this work in a manner that suits the interests of both parties. In response, the Federal Communications Commission is in the midst of developing new federal regulations for how the process of making these various ‘pole attachments’ should be carried out, seeking to facilitate the rapid build-out of communications networks, but in a manner not overly disruptive to the power sector.

Despite disagreements among employers in the different sectors, the UWUA recently joined in solidarity with the Communications Workers of America (CWA) to send comments to the FCC defending the right of both unions to perform the work of moving, adding, and taking down the wires relevant to each union’s respective industries. Some of the employer companies in each industry had suggested to the FCC that the process would be easier

(for them) if it were simply outsourced to one contractor to move all the wires and bypassed existing union workforces.

Do it safe, do it right, do it union

Defending the rights of both unions’ members to perform this work under existing collective bargaining agreements, UWUA President Mike Lang-



ford and CWA President Christopher Shelton stated, as part of a lengthy official comment, “As the Commission considers recommending changes to the current pole attachment rules, concern for public and worker safety and compliance with all legal requirements, including union contracts, must be paramount. Our members are on the front lines of this work and best understand how to ensure that the work is done in a safe and reliable manner. Pole attachment work is complex and, if done incorrectly, can lead to dangerous conditions for workers and the public.”

A decision from the FCC is expected early in 2018 and, following this joint advocacy with union brothers and sisters at the CWA, the UWUA will continue to monitor this rule-making closely to ensure this highly-skilled work remains union into the foreseeable future to safeguard members’ safety and jobs.

NM Local 51 Wins Arbitration Reinstating City Employee, Sets Stage for City Elections

Local 51 started off the New Year with some great news when a neutral arbitrator ruled in the union's favor in a case involving UWUA member Armondo Rosales, who was unfairly terminated by the City of Roswell, New Mexico a year ago.

Rosales was fired after an altercation at work provoked by another employee. The union immediately filed a grievance, claiming the discharge was unfair. At the arbitration hearing, the union proved not only that Rosales was the victim in the incident, but that city managers had known about the other employee's history of violent threats against other employees for years but never did anything about it.

The arbitration victory shows why city employees need strong unions and solid union contracts as Local 51 members mobilize for city elections this spring when a new Mayor and five City Council members will be elected.

Reinstated with full back pay

In his decision, Arbitrator Richard Rice ruled the city had no "cause" to discipline Rosales, and ordered management to reinstate him with full back pay.

"This is a huge win, not only for Brother Rosales but also for all employees in the City of Roswell," stated Local 51 President Patrick Lopez. "This decision sends a clear message to city managers that they have to treat union workers fairly, and if not, then UWUA will take action."



Members of UWUA Local 51 and families socialize and make plans for 2018 municipal elections and upcoming contract negotiations with the City of Roswell, NM.



Local 51 won reinstatement and back pay for Armondo Rosales from the City of Roswell, NM. Patrick Lopez, president, Local 51, right, and Rosales.

Utility Workers Mobilize for Roswell City Elections

The arbitration victory shows why city employees need strong unions and solid union contracts as Local 51 members mobilize for city elections.

In March, voters in Roswell will elect a new Mayor and five City Council members. These are the elected officials who will make critical decisions affecting every city employee – including whether they will properly fund the city budget so municipal workers can finally enjoy a decent cost-of-living increase, and whether the city will bargain in good faith when negotia-

tions open later this year for a new union contract.

Already, UWUA has been meeting with other unions in Roswell and Chaves County to make certain that union workers' voices are heard and that City Council members who are elected support working family issues.

The local is working with teachers, firefighters, police, and other union workers in Roswell, to have an impact at the ballot box. Negotiations for a new contract with the city will take place later this year.

National Union Unites Locals in Fight for Nuclear Decommissioning Work



“Our members operated these plants since they came on line, they know them inside and out and can do the decommissioning work better than anyone. We know it pays to have the experienced, in-house workforce do the decommissioning work.”

— UWUA President Mike Langford

The U.S. nuclear power-plant fleet has been providing reliable, carbon-free electricity for the country since an early reactor, located at Fort Belvoir, Virginia first began feeding power onto the commercial grid in 1957. Over the following decades, more than 100 were built, primarily in eastern and southern states, and around two dozen west of the Mississippi River. The annual electric output from this fleet is enormous, measured in terawatt-hours per year, and currently accounting for as much as 20% of total American electric generation, all without emissions contributing to climate change.

Over time, a number of reactors closed for various reasons but, recently, the pace of nuclear plant closures has begun to increase as economic pressures from competing sources of electric generation, and the costs associated with continuing to maintain the fleet, particular-

ly in deregulated electric markets, have led some companies to exit the nuclear power generation business. In all, the industry trade association, the Nuclear Energy Institute (NEI), cites 30 reactors that have been taken out of service and are currently in various stages of being dismantled, with several more poised on the horizon.

Among those now marked for closure are three operated by UWUA members: the Indian Point Energy Center located in Buchanan, New York; the Pali-

sades Nuclear Generating Station near Charlevoix, Michigan; and the Pilgrim Nuclear Power Station in Plymouth, Massachusetts. All three are owned and operated by Entergy, a power company headquartered in New Orleans, Louisiana. Those three facilities, along with a fourth, Vermont Yankee Nuclear Power Station in Vernon, Vermont, formed Entergy's nuclear fleet in the northern United States.

With Entergy expected to close three nuclear plants, UWUA National leadership set up a task force to secure as much decommissioning work as possible for members. The task force includes, clockwise from left: Michigan State Utility Workers Council President Pat Dillon, National President Mike Langford, National Secretary-Treasurer Michael Coleman, National Executive Vice President Steven VanSlooten, MA Local 369 President Craig Pinkham, NY Local 1-2 President James Slevin, National Vice President John Duffy, Director of Governmental Affairs Lee Anderson, and General Counsel David Radtke.

Continued on page 12



Pilgrim Nuclear Power Station, Photo courtesy WGBH.



Palisades Nuclear Generating Station, Photo: Mark Savage /

Continued from page 11

National Union Unites Locals in Fight for Nuclear Decommissioning Work

Big Rock Point and San Onofre – the UWUA experience

As the closing and demolition of a nuclear powerplant is uniquely specialized, requiring highly skilled labor, the entire process can take many years, even when done as expeditiously as possible. Historically, UWUA members have had experience performing this work in two instances. The first, at the Big Rock Point Nuclear Plant near Charlevoix, Michigan involved physically dismantling the plant over the course of eight years beginning in 1997 when the plant was taken offline after 35 years of operation. Today, a concrete pad holding dry casks of spent nuclear fuel is all that remains.

The work of bringing the plant to that point was performed by UWUA members, many of whom were the same workers who had performed operations and maintenance work at the plant while it was running. Having these workers remain on site and perform the task of decommissioning ensured that the people most familiar with the safe operation of the plant, people who had often spent decades working on Big Rock Point's equipment, were able to take the plant down in the safest manner possible, all while ensuring several years of work and

income for the local workforce. Having this long winding down process gave people, and the nearby community, time to adjust, make plans, and chart out the next stage of life after the plant was gone.

By contrast, in 2013 the announced closure of the San Onofre Nuclear Generating Station near San Diego, California came with a plan by the employer, Southern California Edison, to immediately begin outsourcing the work of closing and fully decommissioning the plant. In the span of about two years, a bargaining unit that had once represented as many as 800 Local 246 members steadily tapered off to about two dozen people as one department after another was turned over to third party contractors.

Now poised to begin the multi-year task of physically dismantling the San Onofre plant, the company has arranged for the work to be done almost entirely by outside contractors. Through a combination of severance bargaining, and maintaining relationships with nuclear workforces elsewhere around the country, Local 246 was able to assist a portion of its membership in securing benefits and finding new placements at other reactors but, for many of them, this has necessarily involved leaving their

communities behind. Further, as the total number of reactors in the nuclear fleet continues to decline, this strategy of placement elsewhere will become ever more difficult as the years go by, making it more important than ever that workers at closing nuclear plants have the opportunity to taper off their work over years of decommissioning, rather than being suddenly shown the door.

Vermont Yankee – a template for future closures?

With the Entergy closures slated to occur in 2022 (Palisades), 2019 (Pilgrim), and 2021 (Indian Point) the UWUA's National leadership set up a decommissioning task force, that includes Local 1-2 in New York, Local 369 in Massachusetts, and the Michigan State Utility Workers Council, to aggressively move forward on multiple fronts to understand how Entergy intends to go about the process of closing and dismantling these facilities and who will be a part of the workforce that performs this decommissioning work.

"Our members operated these plants since they came on line, they know them inside and out and can do the decommissioning work better than anyone," said UWUA President Mike Langford



Entergy.



Indian Point Energy Center, Photo: AP.

when setting up the union's decommissioning task force. "We know it pays to have the experienced, in-house workforce do the decommissioning work."

With Local 1-2 poised to begin its regular contract negotiations at the beginning of 2018, UWUA's National and local officers convened a single, united process to engage Entergy in a multi-local discussion focused solely on the subject of decommissioning work, post-shutdown, and to examine how the company has gone about closing its fourth reactor in the northeast, Vermont Yankee.

At Vermont Yankee, Entergy's approach, as publicly proposed to the federal Nuclear Regulatory Commission and the Vermont Public Utility Commission, will be to transfer the plant to another company entirely, Northstar Group Services. Working in conjunction with companies from Texas and Missouri, as well as AREVA, a company owned by the French government, Northstar would set about the work of dismantling the plant with a combined workforce drawn from these companies. Taking this approach at Indian Point, Palisades, and Pilgrim could potentially

Fighting to make sure this work stays within the UWUA family will be the work of its leaders, members, and allies in the months and years ahead, a fight for which the UWUA is well equipped and intends to carry forward with full force for the benefit of all its union brothers and sisters in the nuclear power industry.

result in the loss of years of work for UWUA members at each of those plants, an approach that the union seeks to resist through pro-active, immediate engagement with the company.

First steps already taken on the path forward

Having struck a tentative agreement on their underlying contract with Entergy for the workers at Indian Point, an agreement slated for a vote shortly, the union's focus on separate decommissioning talks can now move forward. With the stakes high for so many UWUA members and the communities in which they live, the union has already secured

an agreement to begin meeting with Entergy within the next two months.

Rather than attempting separate discussions in each state, however, these meetings will involve the leadership of the National and all three locals, to attempt to hammer out a unified approach to decommissioning at each facility. Further efforts are also underway to engage with community

groups, elected officials, activists, and the media to ensure everyone with a stake in the future of these nuclear host communities is aware, empowered, and heard, as a part of the process.

With the proper vision, these plants still have the potential to provide high-quality jobs for many years to come before they are finally brought to the very end of their life cycle. Fighting to make sure this work stays within the UWUA family will be the work of its leaders, members, and allies in the months and years ahead, a fight for which the UWUA is well equipped and intends to carry forward with full force for the benefit of all its union brothers and sisters in the nuclear power industry.

Implementing Our Training Objectives



Michael Coleman
Secretary-Treasurer

At our 75th National Convention in 2015, the Utility Workers Union of America laid out the guiding principles of our organization and we proudly proclaimed our theme: Reclaim, Retrain, Repower, and Repair America. At the convention, UWUA Delegates passed many constitutional amendments and resolutions. Our task moving forward is to implement these principles to improve the economic and working conditions of our membership while promoting energy policies that better serve the customers in the communities we work.

Maintaining the highest standards

Training is a major objective of our National Union and the bedrock that helps us maintain our standing as the safest, most productive, and highest skilled utility workers. One of the cornerstones of our principled theme is captured in Resolution #9: Retrain America. In this resolution, we acknowledge the aging workforce and the need to train the next generation of utility workers. The National Union has embraced several different programs and training initiatives to reinforce our commitment to training and career enhancement for UWUA members.

The UWUA created the Power for America Training Trust Fund (P4A). P4A is a joint labor-management trust to create career paths in the utility industry, and to provide on-the-job training and continuous skills enhancement for our members. The program utilizes experienced active and/or retired utility workers and qualified instructors. Proudly, our program is expanding.

In addition to the expansion of the P4A program our membership increased its participation at the National Union's P4A Conference held in October 2017. This was a well-attended, successful conference with a very diverse representation of the UWUA, including senior/experienced workers, young workers, and clerical workers. Training included presentations and dialogue with trainers from the P4A, Department of Labor representatives, and industry experts.

As we continually strive to implement the principles as outlined at the convention, we realized the geographical and monetary challenges that many of our locals face in attending

the P4A Conference or even the National Convention. To that end, in addition to the regional conferences, the national leadership setup mini educational conferences to meet and share information with smaller membership groups. These meetings were informal yet very productive. There was education and dialogue that included contract negotiations, grievance processing, and financial training.

The Utility Workers Military Assistance Program (UMAP) is another initiative that we have embraced. At our convention, we proudly proclaimed that, "Providing training and good jobs for those who serve our country is a UWUA priority."

Since its inception in 2012, UMAP has put hundreds of veterans to work in the utility industry. It has been a best practice of training to placement with DOD, and DOL partners. UMAP offers many supportive services that foster an atmosphere of learning and support during and after placement with our employer partners.

All-inclusive approach to training

While participating at these various training venues we have learned there is not any one solution for training and education. Every region or industry has its own challenges or obstacles and larger

locals have different issues than smaller locals. However, we have learned that sharing our efforts and ideas makes us a better organization. An all-inclusive approach to training that includes P4A, UMAP, and Regional Educational Conferences is a proven success.

We would like to hear your ideas and/or suggestions that could help our organization meet the always changing needs of the utility industry. If your local is in contract negotiations or reviewing internal safety and/or training opportunities, I strongly urge you to reach out to your local or national leadership for guidance on how to participate in some of these educational conferences and national programs. It's a good time to be a UWUA member – our union is active and strong. We must remain diligent in promoting our guiding principles as outlined at our National Convention.

"Training is a major objective of our national union and the bedrock that helps us maintain our standing as the safest, most productive, and highest skilled utility workers."

From Cradle to Grave, No One Works Nuclear Better!



Steven VanSlooten
Executive Vice President

Our members have been responsible for safely operating and maintaining much of our nation's fleet of nuclear power generation facilities since they went online more than half-a-century ago.

With the so-called free market and the price of natural gas making nuclear power less profitable, three of our nuclear plants are threatened with closure. Indian Point in New York, Palisades in Michigan, and Pilgrim in Massachusetts, are scheduled to shutdown in the next several years. All are owned by Louisiana based Entergy.

A proven safety record

Our members have run and maintained these three plants for their entire lifetimes. We should be the workforce that decommissions them. No one knows them better and no one can decommission them more safely, on budget, and on time than our members. Yet, there are no guarantees that our members will be the ones doing this very important work. We will have to fight for this work.

We've proven our ability to decommission nuclear plants. We safely ran the Big Rock Point facility in Charlevoix, Michigan from 1962 to 1997. And we safely decommissioned it and put it to bed. We were the workforce from cradle to grave.

By so doing, we protected the public's safety, and our members finished what they started. Then they were able to transition into other jobs at Consumers Energy, the plant's owner, or retire, if they were eligible and chose to.

NRC's role in decommissioning

Big Rock's decommissioning costs totaled \$390,000,000. Much of that stayed in the communities most affected. While the plant's closing negatively impacted Charlevoix, it did not devastate the community.

Entergy has a fourth plant, Vermont Yankee, that is further along in the process of closing. Workers there are not UWUA members. We are closely monitoring the Vermont decommissioning as it may impact our members in the three plants we do represent.

The Nuclear Regulatory Commission oversees the decommissioning of nuclear power plants and allows for the sale of closed nuclear facilities to a third-party decommissioning company. Such companies take ownership of a plant and are paid through a pre-established Nuclear Decommissioning Trust Fund, such as the one established for Big Rock.

There is a huge incentive for a third-party decommissioning company to do the work as cheaply (cut corners) as possible so that they can reap the maximum profit.

"We have the experience, the knowledge, and the drive to see that the all-important work of decommissioning our nation's nuclear fleet is done correctly, safely, and on time. No one can afford to have the decommissioning of our nation's nuclear fleet go wrong!"

The public at risk

Third-party contractors do not have the detailed knowledge of the intricacies of our facilities that we do. They are not as invested in seeing that the job is done safely and correctly. And they are usually not from the surrounding area of the plants. The money they make is taken out of the communities the plants have served.

Third-party contractors could put the public at risk and there is nothing more dangerous than what can go wrong at a nuclear facility.

That's why we have established a task force that includes the National Officers and officers from the locals representing workers at Indian Point, Palisades, and Pilgrim. This task force will begin discus-

sions with Entergy about doing the decommissioning work at these plants as soon as possible. Our message to the company, and the public, is clear: decommissioning is risky, it's got to be done right, and who better to do it than the men and women who have operated and maintained these plants from the time they opened.

We will do whatever it takes to protect our members' jobs and the health of their communities. Working with our locals, community supporters, and political leaders, we will fight for this work and the safety of our communities at the local, state and federal levels.

We have the experience, the knowledge, and the drive to see that the all-important work of decommissioning our nation's nuclear fleet is done correctly, safely, and on time. No one can afford to have the decommissioning of our nation's nuclear fleet go wrong!

The Undermining of Our Democracy Through Gerrymandering Is Finally Being Challenged



John Duffy
National Vice President

Gerrymandering, or manipulating, the boundaries of election districts is nothing new. The term gerrymander was first used in Boston back in 1812. Massachusetts Governor Elbridge Gerry had redrawn State Senate election districts to the point where one of those districts was literally all over the map and said to resemble an exaggerated shape of a salamander. Hence the term Gerry-mander.

Over time, the practice of gerrymandering has, in many cases, become more and more extreme. This extreme gerrymandering is now clearly thwarting the will of the majority of voters in many states.

Courts and citizens weigh in

This abuse of electoral boundaries is starting to get more attention from the federal courts and citizens groups. In January, a panel of federal judges struck down North Carolina's Congressional map, declaring it unconstitutional because Republicans had drawn the map seeking a political advantage. The constitutional violation centered on the 14th Amendment's guarantee of equal protection. The ruling ordered the Republican-dominated state legislature to create new Congressional districts by Jan. 24. The U.S. Supreme Court blocked the ruling from taking immediate effect while an appeal is prepared and considered.

There are two other challenges on gerrymandering that are already before the Supreme Court. Another three-judge panel ruled that Republicans had unconstitutionally gerrymandered Wisconsin's State Assembly in an attempt to contain Democrats to a permanent minority.

Both parties gerrymander

In the other case, the justices will hear arguments by Maryland Republicans that the Democratic-controlled legislature redrew House of Representatives districts to flip a Republican-held seat to Democratic control. So, yes, as the Republican challenge in Maryland shows, Democrats too have had a hand in gerrymandering. Although it appears they are not involved in it as often as Republicans.

North Carolina and Maryland are considered to be among the top ten most gerrymandered states. Among the remaining states is West Virginia, where in the last election, greater than a third of the state's population cast a ballot for a Democrat, but all of the state's Congressional representation remains Republican.

In Kentucky, nearly 35% of the vote statewide goes to Democrats, but five out of six representatives are Republican. It's believed that Louisiana's Democrats would pick up another Congressional seat if the districts were drawn along nonpartisan lines. Utah would pick up a seat as well for the same reason.

Last year, the Supreme Court struck down three districts in Texas, citing an unfair impact on minorities. In Arkansas the heavily Democratic city of Little Rock remains a Republican district with skewed electoral lines that draw in surrounding rural populations. In Ohio it is believed that nonpartisan district lines could change the Congressional count from 12 (R) - 4 (D) to 9 (R) - 7 (D).

In Pennsylvania, the State Supreme Court ruled the electoral map violated the state's constitution by manipulating the district boundaries to favor Republican candidates. The court has ordered the legislature to submit a new map by Feb. 9 to Democratic Governor Tom Wolf, who had until Feb. 15 to sign off. If those deadlines pass without an agreement, the court said it would adopt its own boundaries. Experts hold up Pennsylvania as one of the most extreme examples of gerrymandering, saying the district lines have been worth two or three additional seats to Pennsylvania Republicans. Republicans unsuccessfully asked the U.S. Supreme Court to weigh in on the state Supreme Court's ruling. Therefore, the state must redraw the electoral map.

MI voters to decide

In Michigan, citizens are taking action against gerrymandering with the formation of an organization called Voters Not Politicians – www.votersnotpoliticians.com. Through a petition drive, VNP was successful in getting their proposal for an Independent Citizens Redistricting Committee on the ballot this fall. If the measure passes, it would take districting authority away from politicians and put it in the hands of citizens.

There is no doubt that gerrymandering is an assault on our democracy. In a true democracy, voters choose their politicians. Gerrymandering allows politicians to choose their voters. Hopefully, we are at a turning point where politicians who wrap themselves in the American flag, preaching freedom and democracy, will no longer have the power to rig elections in their favor!

“There is no doubt that gerrymandering is an assault on our democracy. In a true democracy, voters choose their politicians. Gerrymandering allows politicians to choose their voters.”



Local 393 Puts Safety First



(Top) Local 393 Members: Utility Worker Kevin Glynn, Utility Worker Roger Healy, Senior General Mechanic Bobby Miller, General A Mechanic Billy Hurski, National Safety Director Scotty MacNeill, and Utility Worker Don Guido.

(Bottom) Local 393 membership meeting December 18, 2017.

I would like to commend Local 393 for its victory in getting the New York State Department of Labor and the Division of Public Employees Safety and Health to conduct inspections of various Suffolk County Water Authority pump stations on Long Island, NY. This resulted in the Water Authority creating and implementing Standard Operating Guides (SOGs) for reclassifying pipe galleys and underground vaults defined as “permit-required confined spaces.”

All below grade spaces must now be meter tested and reclassified prior to entering for any reason.

Local 393 President and National Executive Board Member Nick Caracappa and his team of Vice President Lou deGonzague, Secretary Treasurer Barbara Yatauro, Secretary Rose Tullo, Executive Board Members, Oscar Montalvo, Michael Walls, Lou Infantino and Donald Blumberg have shown what can be done when you stand together and fight for your members putting safety at the forefront.

CLOSE CALL:

On Nov. 13, 2017 about 6:50 PM our first responders were notified of an outside leak. As they approached their destination, the passenger side window shattered and the Service Person sitting there jerked their head back, bumping it. The driver's side window shattered as well, sending glass shards into the driver's eyes.

Both workers went to the hospital. The passenger had a concussion and the driver had to have glass removed from his eyes. They consider themselves very lucky.

Upon inspection, it was determined that a bullet flew through one side of the truck and exited the other. The Chicago Police are not sure if this was a stray bullet or an act of initiation.

Once again, first responders put their lives in jeopardy for customers in need.

This close call is a reminder that, as utility workers, we not only have the high hazards of the various energy sources we work with day-to-day, but that being out in the streets and very visible can also be a hazard. Remember, be aware of your surroundings and be cautious.

– Local 18007 Safety Officer Brian Murray

REMINDER: your employer must post the OSHA 300A summary by February 1 of the year following the year covered by the form and keep it posted until April 30 of that year.

OSHA's Form 300A (Rev. 01/2004)

Summary of Work-Related Injuries and Illnesses

Year 20____
U.S. Department of Labor
Occupational Safety and Health Administration

All establishments covered by Part 1904 must complete this Summary page, even if no work-related injuries or illnesses occurred during the year. Remember to review the Log to verify that the entries are complete and accurate before completing this summary.
Using the Log, count the individual entries you made for each category. Then enter the totals below, making sure you've added the entries from every page of the Log. If you had no cases, write "0".

Employers, better employers, and their representatives have the right to review the OSHA Form 300 in its entirety. They also have limited access to the OSHA Form 300 or its equivalent. See 29 CFR Part 1904.35, in OSHA's recordkeeping rule, for further details on the access procedures for these forms.

Number of Cases

Total number of deaths	Total number of cases with days away from work	Total number of cases with job transfer or restriction	Total number of other recordable cases
(a)	(b)	(c)	(d)

Number of Days

Total number of days away from work	Total number of days of job transfer or restriction
(e)	(f)

Injury and Illness Types

Total number of...	(1) Injuries	(2) Skin disorders	(3) Respiratory conditions	(4) Poisonings	(5) Hearing loss	(6) All other illnesses
(g)						

Post this Summary page from February 1 to April 30 of the year following the year covered by the form.

Public reporting burden for this collection of information is estimated to average 30 minutes per response, including time for reviewing existing data sources, gathering existing data, reviewing collected data, conducting the analysis, reviewing the results, and writing the report. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to Washington, DC 20503. Do not send this information to the office.

Establishment Information

Your establishment name _____
Street _____ State _____ ZIP _____
City _____
Industry description (e.g., Manufacturer of metal rods) _____
Standard Industrial Classification (SIC), if known (e.g., 3315) _____
OR
North American Industrial Classification (NAICS), if known (e.g., 33222) _____

Employment information (If you don't have this figure, use the information on the back of this page to estimate.)
Annual average number of employees _____
Total hours worked by all employees last year _____

Sign here

Knowledge falsifying this document may result in a fine.

I certify that I have examined this document and that to the best of my knowledge the entries are true, accurate, and complete.

Signature _____ Date _____

I AM 2018 Campaign Honors Dr. King, April 2-4

Dr. Martin Luther King, Jr. was assassinated while fighting for the rights of sanitation workers in Memphis, TN on April 4, 1968.

This year marks the 50th anniversary of his death, which happened just two weeks before the start of the Poor People's Campaign that he was to lead, along with the Southern Christian Leadership Conference. The anniversary is sparking a new Poor People's Campaign.

Dr. King knew that the best anti-poverty program ever created was a union contract. He knew that civil rights and labor were two movements with one goal.

He famously asked, "What good does it do to be able to eat at a lunch counter if you can't buy a hamburger?" King encour-

aged all workers to join unions.

The timing of his assassination was no accident. Everyone knows that when workers organize, workers win.

On April 2-4, the UWUA will join with other labor unions and civil rights organizations in Memphis to honor Dr. King's legacy and connect it and the sanitation strikers of 50 years ago to current issues facing our nation.

This I AM 2018 campaign gets its name from the strikers' iconic slogan, "I AM A MAN."



Nate Waters
Chair, Human Rights Committee



I Am A Man — April 2-4 — Memphis

In 1968, Memphis sanitation workers went on strike to demand fair wages and safe working conditions.

That spring, Dr. Martin King, Jr. traveled to Memphis to join the strikers — members of AFSCME Local 1733 — in solidarity. On April 3, he delivered his prophetic "Mountaintop" speech at the historic Mason Temple, the global headquarters of Church of God In Christ (COGIC). Less than 24 hours later, he was killed.

This year marks the 50th anniversary of this watershed moment.

On April 2-4, 2018, AFSCME, COGIC, and civil, human and workers' rights leaders will gather in Memphis for a series of events honoring Dr. King's legacy and the courage and sacrifice of the sanitation workers.

This is more than a commemoration; it is a call to action.

The I AM 2018 campaign, whose theme is taken from the strikers' iconic slogan, "I AM A MAN", will train and mobilize activists to make change in their communities in 2018 and beyond. The initiative will include organizing, community actions and strategic partnerships.

The I AM 2018 campaign will connect the legacy of the strikers and Dr. King to current issues facing our nation.

Dr. King believed there can be no racial justice without economic justice. He believed that labor rights, civil rights and human rights are all one and the same. For his devotion to these values, Dr. King paid the ultimate price. We will build a movement of dedicated activists who can continue the unfinished work of realizing Dr. King's dream.

EVENTS

The I AM 2018 campaign will commemorate the 50th anniversary of the Memphis sanitation workers' strike and the assassination of Dr. Martin Luther King, Jr., connecting the legacy of the strikers and Dr. King to current issues facing our nation. Events taking place in Memphis:

Mountaintop Conference

Mason Temple

April 2 – April 3

Musical Tribute

Mason Temple

April 2

March and Rally

Starting from AFSCME Local 1733

April 4 at 9 a.m.

National Civil Rights Museum MLK50 Commemoration

Lorraine Motel

April 4 at 4 p.m.

To make a contribution to I AM 2018, please send a check to:

Community Partners for I AM 2018

1000 N. Alameda Street

Suite 240 • Los Angeles, CA 90012

More information about the I AM 2018 Initiative, a program of Community Partners, is available at IAM2018.org.

P: 213-346-3200

Am I My Sister's Keeper?

Sisters and Brothers, it is time we let these words, 'Am I My Sister's Keeper' resonate to our core! As women, we all face the same societal and economic issues, regardless of our ethnicity, demographic, union affiliation, education, or career.

Inequality in the workforce, human rights, untapped girl power, gender pay gaps, and sexism are recurring issues that continually rear their ugliness in every facet of our lives. Addressing these issues is important to the progress of women and girls. And the UWUA is supporting these efforts through the National Women's Caucus.



The UWUA's Local 1-2 at the NYC Women's March, left to right: Courtney Parker; Jean Washington, Business Agent; Ursula Grant, co-chair UWUA Women's Caucus; Cheryl Covington, Executive Board member, and Deborah Cummings, SEIU Local 32BJ.

By bridging communities, building partnerships and strategic alliances that are impactful, we will create tangible change. Success will come as a collaborative effort that includes all genders.

Women take it to the streets!

There has been a flash point in our nation in the past year. We have seen the **FURY** of women who have come together in support of one another, taking a stand against sexual harassment and inappropriate behavior. Women are uniting, their voices have been amplified, gaining strength through the courage and determination of their fellow sisters and promoting a movement of intolerance of sexual harassment and abuse.

Improving the lives of women and girls through collaboration, education and advocacy is everyone's responsibility!

Across the country women, including UWUA members,

gathered in a show of solidarity on the first anniversary of the Women's March on January 21st. The themes of a national voter registration campaign, electing more women and progressive candidates to office, protecting women's rights, #MeToo campaign, and addressing pay inequality were visible as millions of women took to the streets nationwide.



Valerie King
Co-Chair, Women's Caucus

"Improving the lives of women and girls through collective collaboration, education and advocacy is everyone's responsibility!"



UWUA members, officers, staff and friends participated in the Jan. 21 Washington, DC Women's March, left to right, supporter Tevon Ware, National Office Executive Administrator Stacy Paulo, Kim MacNeill (pink hat), National Safety Director Scotty MacNeill, and National Secretary-Treasurer Michael Coleman. Inset photo: Montclair, NJ high school junior Madison Mack, right, daughter of Local 601 member Andrea Mack, and friend Zoe Singleton.

It takes a collaborative community to rise up and rally against injustices. We are seeing women from all walks of life banding together as one.

The Women's Movement has been gaining momentum over the years, a fire has been ignited and it is burning like a wild fire. As historian Laurel Thatcher Ulrich stated, "Well Behaved Women Rarely Make History."

You are your sister's keeper! Let this be our **MANTRA**, let it be our decision to become a collective community and find common ground. Commit to supporting one another, reaching back and giving a hand up as you move forward. Mentor one another. The best way to help ourselves is to help others! Eradicate policies and behavior that underappreciate the humanity of women!

APPLY TODAY FOR THE ADVENTURE OF A LIFETIME!

WWW.BROTHERHOODOUTDOORS.TV/APPLY



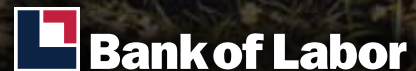
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Trump Year 1 – A Report



Unfortunately, a close look at President Trump's actions in the first year of office reveals they have not matched the promises he made as a candidate. The failure to substantively address the real concerns of workers, their families and their unions hurts everyone.

During the 2016 Presidential campaign Donald Trump repeatedly invoked the concerns of working Americans. He spoke of economic uncertainty, income inequality and stagnant wages. On the campaign trail, Trump promised to be on the side of workers and put their issues first. Over 12 months into President Trump's first term, now is a good time to see how the policies of President Trump square with the campaign promises of candidate Trump.

There are three areas of government where a President has the most direct impact on workers — the U.S. Department of Labor, the National Labor Relations Board and the federal courts, including the Supreme Court.

The Department of Labor

At the DOL, the agency which enforces laws like OSHA and the Fair Labor Standard Act, President Trump named corporate lawyer, Alex Acosta, to head the agency. Acosta has hired a staff of corporate lobbyists and management lawyers from some of the biggest union busting law firms in the country. The Trump DOL has rolled back rules that have a direct impact on the safety of UWUA members, such as a rule that required companies to keep an accurate record of injuries, and the DOL withdrew a number of rules being considered by OSHA related to chemicals and dust in workplaces. The Trump DOL is also

considering changing rules on tipping for restaurant workers so bosses can keep some of the workers' tips and reducing the number of salaried workers eligible for overtime pay.

The NLRB

At the NLRB, the agency charged with enforcing the law that gives workers the right to organize, collectively bargain and strike, President Trump has installed a majority of anti-union lawyers who have quickly moved to reverse the gains unions and workers made under the Obama NLRB. These decisions make it harder to unionize, negotiate good contracts, and engage in protected, concerted activity. The speed at which the Trump NLRB is dismantling workers' rights is unprecedented. The chief lawyer for the NLRB, Peter Robb, was involved in the firing of the PATCO strikers in 1981. Robb plans to weaken the law to make it harder for workers and unions to bargain for better wages, benefits and job protections.

The Courts

President Trump has also made an immediate impact on the federal judiciary. He has confirmed more lifetime appointment federal court of appeals judges in his first year than any President in recent history. He has also nominated more judges than any modern president in the first year. The vast majority of

these judges are anti-union and anti-worker.

Most importantly, President Trump appointed Neil Gorsuch to the Supreme Court. Justice Gorsuch is likely to be the deciding vote on issues involving unions and worker rights. Justice Gorsuch was opposed by the AFL-CIO and virtually every union in the country. As an appellate judge, Gorsuch wrote the notorious dissent in the "Frozen Trucker" case which would have upheld the discharge of a trucker who briefly left his rig in a snowstorm to escape serious injury or death. That dissent is an indication of how Justice Gorsuch is likely to view cases involving unions and workers before the Supreme Court. Justice Gorsuch's judicial record is one of extreme conservatism where he sides with corporate interests nearly every time.

President Trump's first year in office has been a wild one. The investigations, tweets and chaos have obscured the actions the President has taken that directly affect the so-called "forgotten men (and women)" that he championed on the campaign trail and that voted for him in large numbers. Unfortunately, a close look at President Trump's actions in the first year of office reveals they have not matched the promises he made as a candidate. The failure to substantively address the real concerns of workers, their families and their unions hurts everyone.

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

Albert Alvarez
Charles Bordes
Joseph Catalano
Billy Clayton
Edward Coleman
Doreen Conte
Robert Crespo
Donato Donniss
William Ferre
Joseph Ferro
Jeffrey Frankl
Pamela Gainey
Louis Goss
Stanley Graham
Christopher Hughes
James Keenan
Justin Kemp
Richard Kristinich
Michael Milano
Robert Ottulich
Mason Patterson
Lula Ravenel
George Renwick
Harry Schwartz
Joseph Sheridan
Stuart Syetta
Conrad Trotter
Victor Tush
David Yok-Wing Chin

Local 101

Allan Perkins

Local 104

Ronald L. Buchanan

Local 123

Patrick E. North
Sharon L. Trudeau

Local 127

John McCallum

Local 144

Patrick J. Kuczkowski
Paul M. Prevost
Linda L. Schneider
Patti L. Thompson

Local 175

Richard H. Adams
Jackie Lee Campbell
Dennis R. Henry
Linda L. Lindsey
Marilyn F. Parker
Sherman Patrick
Danny L. Segraves
Robert C. Shannon

Local 223

Joseph Alferio
David Asselin Sr.
Lawrence Aubry
Michael S. Barnes
Ezra Bartee
Ellen Baxter
Allan Biedlingmaier
John Blunden
Dennis Bogusky
Angelia Burrell
Thomas Cameron
Donald Cray
Anthony Czerwonka
Edward Czupich Jr.
George Davis
Timothy Desloover
John Foshag
Michael Giamportone
Mark Green
Eddie Hall Jr.

Local 233 cont'd

Gerald Heck
Lynn Henegar
Robert Hoskin
John Irish
Richard Johnson
Patrick Kennedy
Robert Kennedy
Thomas Kneffel
Anthony Koch
Thomas Loughren
Philip Mannausa
Walter Mater
Robert McCollister
William McCollister
Paul Mihelic
John Murphy
David Nastally
Marshall Nestor Jr.
Charles Ocstrike
Elizabeth Owens
Charles Peeling
William Pierce
Kenneth Reeves
Ronald Roach
William Shay
Deborah Stubbs-Boatner
Darryl Thomas
Lee Tomkinson
Marvin Tookes
Lawrence VanTiem
Gregory Vincent
Fredrick Wagar
Sandra Wheeler
Steven White
David Willey
Marcus Woods

Local 254

Dawn Haase
Eric Hunt

Local 258

Mike Hodge

Local 283

Marie Sperduto

Local 355

Donald Wallace

Local 369

Gerald Carlson
Thomas Delzenaro
Charles Edson
Mary Evers
Janet Frenette
Anthony Fontes
Paul A. Gillespie
Kim A. Gonsalves
Auzenda A. Jordan
John MacDougall
Cathy Ann Makuch
Donald Marks
William “Monty” Montanari
Marcia Noddell
Lawrence E. Ogara
Carol Pepper
Ronald Ruff
Vernon Saunders
Carl F. Schuler
Virginia A. Trainor
Michael Uradnik

Local 388

Jim Surber

Local 395

Rod McKenzie
Raymond Schmidt

Local 423

Thomas Brown

Local 430

Mark D. Griffin
Diana Kemper
Philip Koebel
Paul Ring
Melanie Simpson

Local 470-1

Edwin Alicea
Vivian Bagdasarian
David Bahr
Thomas Feige
Peter Hernandez
Mark Holland
Joseph Jeanette Jr.
Gail Whitted
James Withington

Local 478

James M. Kovalov

Local 487

Tracy Taylor

Local 513

A.J. Bione

Local 522

James C. Reidy
Kevin White

Local 582

Luke Boomgaard



Workers Memorial Day

April 28



AFL-CIO

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Name	Local #		
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Save the Date

2018 Regional Conferences

Below are the dates and venues for the 2018 Regional Conferences. Contact your local union leadership for additional information.

Region I Conference	May 17-19, 2018	Sheraton Lincoln, Weehawken, NJ
Regions II & III Conference	June 7-9, 2018	Omni, Pittsburgh, PA
Region IV Conference	August 16-18, 2018	Marriott, St. Louis, MO
Region V Conference	April 26-28, 2018	Crowne Plaza, Redondo Beach, CA