

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIII, No. 3 July/August/September 2018



VOTE!

Tues., Nov. 6, 2018 Mid-Term Elections

Your Future Depends on It

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If Not Us, Then Who? If Not Now, Then When?

D. Michael Langford

As Utility Workers, we face life-threatening situations on the job every day. Hurricanes, fires, mudslides, explosions, you name it we deal with it. That's why we focus on securing collective bargaining agreements that protect us from the dangers of our work. And that's why we continue to be the safest, most productive, highest skilled workers in the world.

We also face life-threatening situations resulting from decisions politicians make. We know that what we win at the bargaining table can be taken away with the stroke of a politician's, or judge's, pen.

That's currently what is happening in our country. Laws that protect our rights at work, our safety, and our livelihoods are being shredded.

Now is the time to do something about it! That's why we are putting every ounce of energy into electing labor-friendly candidates in these mid-term elections. Labor unions built the middle class and it's up to us to do everything in our power to defend them. That means getting out to vote, and getting others out to cast their ballots on Tuesday, November 6 for candidates who will stand with us.

I cannot emphasize enough how important it is to get involved. I am asking you to step up, do more than just vote. Volunteer your time through your local Central Labor Council, work your networks, your neighborhood, and encourage people to get out and vote.

The damage being done now will take years to recover from. Here are some examples.

Labor rights

The Supreme Court's recent *Janus* decision says that unions cannot make public employees pay dues to support the cost of collective bargaining and day-to-day representation. The court ruling requires that unions provide the same representation to public

sector workers who do not pay their dues as to those who do pay their dues.

This is completely unfair and throws out decades of legal precedents. Make no mistake, unless we stop them, those who want to take away the power of workers and their unions will use *Janus* to impose national right-to-work legislation on every worker in the country.

Health & safety

The Occupational Safety and Health Administration (OSHA) is trying to get rid of a rule requiring large employers to provide detailed reporting of the types of injuries taking place in their workplace. If the new rules are adopted, workers, their unions, and

the public will not have the information they need to protect themselves.

At the same time, the Environmental Protection Agency (EPA) is trying to use the Toxic Substances Control Act (TSCA) to roll back asbestos regulations protecting workers and the public.

These are just a couple of examples of things that corporate-backed politicians seek that directly affect us at work. And there are many, many more.

Hatred and bigotry must end

On a much larger scale, the hatred and bigotry emanating from many of our elected leaders is tearing our country apart. We cannot let this be the norm. We must do everything we can to stop it. As trade unionists we know, united we stand, divided we fall.

Our country is falling further and further behind our competitors. The lack of investment in human and physical infrastructure threatens our future.

These are scary times. Generations of workers who came before us fought and died for their rights. That's how the middle class was built. Now, it's up to us to do the same.

If not us, then who? If not now, then when?

"Labor unions built the middle class and it's up to us to do everything in our power to defend them. That means getting out to vote, and getting others out to cast their ballots on November 6."

American Water Benefits Agreement Inked

More than 3,000 members of the UWUA and eight other unions ratified a National Benefits Agreement with American Water on July 31. It includes improvements to healthcare, retirement, and other benefits for nearly 70 bargaining units in 15 states across the U.S.

The national agreement is negotiated by a coalition of eight unions led by the UWUA.

The five-year agreement builds on the work of an innovative joint labor-management committee providing the UWUA with an equal voice with management to monitor healthcare quality and costs. As a result, going into negotiations, there was a clear understanding of what needed to get done.

“At the start of benefits negotiations we put the company on notice that we needed to make significant gains for our membership. That we were not interested in going backwards. And we accomplished that,” said UWUA President Mike Langford. “This agreement is a testament to the company’s commitment to work with the unions to make sure

their employees have what they need in terms of a benefits package.”

The UWUA represents the largest number of American Water bargaining units and 2,200 of the company’s 6,500 employees. Other unions covered by the agreement include IBEW, Laborers, Operating Engineers, Plumbers & Pipefitters, SEIU, Steelworkers, and UFCW.

Improvements overwhelmingly approved

A remarkable 83% of members voted in favor of the settlement.

“It was clear that the company came to the table with a desire to work together to achieve a contract,” said UWUA Local 423 President Mike Esposito. “Our members have given us good feedback on what we’ve negotiated and I am confident the benefit improvements will help them out.”

Among the benefit improvements are:

- The addition of a new health care plan at a lower cost that includes a Health Savings Account (HSA).
- “Unbundling” of medical, dental and vision plans to offer the ability to choose plans to meet needs.
- Enhanced coverage for Applied Behavioral Analysis (ABA) treatments for autism including speech therapy, along with other new benefits.
- Improved employee stock purchase to 15%.

In addition, UWUA negotiators succeeded in securing inclusion into the company’s bonus plan, giving members the opportunity to share in the profits.

“Beginning August 1, when the company does better, we get a bonus,” explains Local 335 President Allan Bathon.

Part of the bonus is based on safety performance. “Now that American Water is part of the UWUA Power for America Training Trust’s peer-to-peer program, we are more involved with safety than ever before,” Bathon says.

Local 537 Secures Contract with American Water

Under a long-standing agreement by the parties, the National UWUA and other unions negotiate most benefits with American Water as part of a National Benefits Agreement. Negotiations for wages, hours, and working conditions are done separately by local unions.

Local 537 members in Brownsville, PA, ratified a new 5-year contract with American Water covering wages, hours, and working conditions. The September agreement brings wage increases every year, an improved sick leave policy, an increase in the number of employees eligible to be off on the first day of buck season, a better clothing and boot policy, a new prescription glasses benefit of \$150, and a provision where employees receiving shift differentials will have the differential pay included in their hourly wage.

To all my Union Brothers and Sisters,

I would like to say that I was honored to have the opportunity to represent Local 537 in the recent negotiation of the American Water National Benefits Agreement. I have never held a union position in the 36 years of being a union member.

I was quite impressed by the National Union’s negotiating team. Their knowledge, effort and hard work resulted in a contract with the better benefits that the workers well deserve. This is not an easy task to accomplish in the corporate America of today.

I was inspired by the cooperation and unity of all the locals coming together to address the concerns, ideas, and needs of their members. I believe when all union members in the house of labor come together, it makes for a more profitable and safer working environment.

Special thanks to all the union members who were involved in making this contract possible and moved us forward, together.



Thank You

Edward M. Kastreva

Local 537

*Steward and Bargaining Committee Member
Wilkes Barre / Scranton*

CA Locals Win Historic SoCal Gas Contract Victory

The 3,800 UWUA members in CA Locals 132, 483, and 522 won an historic victory when they reached a new three-year contract extension agreement with SoCal Gas. Across-the-board wage increases totaling 9.54%, with no givebacks, tops the list of gains.

Industry under attack

Most importantly, the agreement provides stability for the next three years for UWUA members living in California, a state where good union jobs in the energy sector are threatened.

A Joint Steering Committee made up of Local 132's President Javier Salas and Secretary-Treasurer Milton Davis, Local 483 President Robin Downs, and Local 522 President Kito Singleton led the negotiations.

"On behalf of the Joint Steering Committee, we would like to express our appreciation for your support and would like to inform the membership that the contract extension has been overwhelmingly approved with a record amount of ballots

returned with the following vote: Yes – 71%, No – 29%. Thank you again for your support," the Committee reported in early September after all the ballots were counted.

The victory comes amidst unprecedented attacks, and opportunities, for gas workers in the state.

Fighting for good jobs

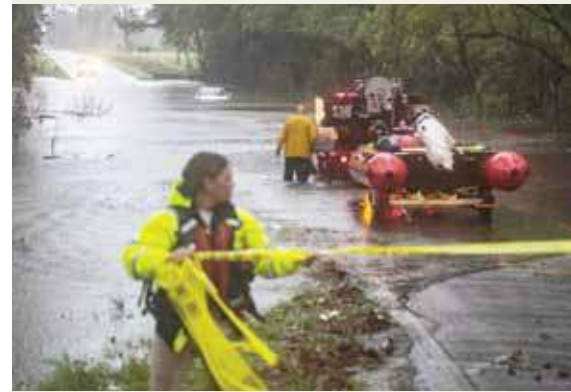
There is a concerted attack on California's natural gas infrastructure, with little understanding of the importance of the benefits of natural gas for the energy sector and the state's manufacturing base.

With the contract complete, the locals are now set to join with the company to fight together to turn back the threats to the good jobs in the gas industry.

"The company knew we meant business," said Local 132 President Salas, adding, "Our position has always been that we must first take care of contract negotiations and So-Cal Gas' best asset, their employees, in order to fully join the fight to save our industry."



Local 132 Executive Board & Ballot Counting Committee, left to right: Secretary-Treasurer Milton Davis, President Javier Salas, Area Officers South Inland, Juan Villalobos; Call Centers, Belinda Moreno; Metro Northwest (sitting), Ernest Shaw; Orange County, Mahan Ayazi; North Coastal, John Talarico; Pacific Coast, Sean Mitchell; and Inland Empire, Jerry Gonzales.



First responders in Lumberton, NC. (Photo by Jabin Botsford/The Washington Post via Getty Images)

Utility Workers Respond as Hurricane Florence Devastates the Carolinas

As electric utility crews from as far away as California and Canada traveled to the Carolinas to respond to Hurricane Florence, UWUA Local 69 gasworkers were already on the ground securing their facilities.

"We have people in the flooded areas. Luckily everybody got out and is fine," said Utility Gas Workers Union (UGWU) Local 69 Treasurer Kevin Parsons, whose home suffered damage when a tree fell on it.

Parsons and his co-workers are in North Carolina building Dominion's Atlantic Coast Pipeline.

"We're really just getting started with the pipeline," Parsons explained. "Our biggest concern now is safety to employees and contractors who are performing the work, getting in the ditches."

Tuesday, Nov. 6 is Election Day. As a utility worker, what issues will decide who you vote for?

**John Lorenzo**

Local 164

“As a working class man in my late 30’s, what is important to me is:

- 1) more funding for education, that’s vital;
- 2) investment in infrastructure;
- 3) more union jobs; and
- 4) programs and strategies to combat the opioid epidemic.

To sum up, Pennsylvania is still a strong union state and we need to be on the forefront, advocating for these four things.”

**Ernest Shaw**

Local 132

“Safety is number one. There are a lot of unqualified contractors and less qualified utility workers doing the job who are not focused on job safety. Also, electrification is a big thing coming our way in California. It is more focused on earnings and revenue as opposed to being a true method for renewing our climate and environment.”

**Milton Davis**

Secretary-Treasurer
Local 132

“The politicians that get my vote will have to address health care issues, increased wages for middle class workers and better training across the board to keep up with advancing technology.”


Mercurio Moore

Local 132

“The first issue for me is the state of our country. There is so much uncertainty in so many areas. I know it starts with who we elect to represent us, and what hits close to home is the future of employment in my state of California. As a utility worker and as an employee of a gas utility, the state of California is attacking my way of life. Electrification is a big issue in the state of California. I work hard to try to make an honest living to take care of my family. I want my vote to make a difference on November 6th.”


Belinda Moreno

Local 132

“As a Utility Worker, the major issues would be jobs, immigration, and health care.”


Chad Houghteling

Recording Secretary
Local 144

“I’m not going to vote for a candidate because of his or her lip service. I’m voting for a candidate who has a demonstrated and proven record of supporting working class families.”


Javier A. Salas

President
Local 132

“I will vote for politicians who, instead of representing corporate America, have the vision to listen and represent their constituents and are willing to fight for their rights, no matter what their ethnic background, nationality, or economic status.”

Supreme Court Bows Down to Right-Wing

Janus Decision Will Not Stop Us!

On June 27, the Supreme Court issued a 5-4 decision in *Janus v. AFSCME Council 31* that ruled a public employee cannot be required to pay dues or fees for the representation the union provides related to collective bargaining and other representational activities.

Activist justices overturn 40-years of precedent

The majority on the Supreme Court ruled that Mark Janus, a State of Illinois employee, had his First Amendment rights violated when his union negotiated good wages, benefits and job protections for him and his co-workers. Although Janus claimed the union-negotiated contract violated his rights, he took every single benefit the union bargained for him.

This decision, in which the five far-right-wing justices were in the majority, overturned over 40 years of Supreme Court precedent.

The *Janus* case is a result of years of

effort and money by powerful, wealthy interests who are out to destroy America's labor unions and the middle class prosperity that those unions have achieved and protected. Janus' lawsuit was supported by billionaires, rightwing think tanks, conservative anti-union politicians and their hand-picked Supreme Court Justices.

All five members of the Supreme Court majority were Republican appointees.

Attack on the middle class

The *Janus* decision is a direct attack on America's labor unions, public employees and working families. The result of the *Janus* case is that all public sector unions in the country are now effectively right-to-work. This means that unions have a duty to represent everyone in the bargaining unit, regardless of their union membership.

This coordinated attack on unions by the right-wing in this country did not begin with the *Janus* case. Beginning with the elections of 2010, union busting politicians have attacked middle class

families and the unions that represent them. One of the results of this attack has been right-to-work laws in Wisconsin, Indiana, Michigan and West Virginia. In those states, it was politicians that took action to hurt union members (and their own constituents).

There are thousands of UWUA public sector members affected by the *Janus* case, but the UWUA and its locals that represent public sector employees have been preparing for *Janus* and will be able to withstand this setback.

United we bargain, divided we beg

In Michigan, the UWUA has lost only a handful of members since right-to-work went into effect in 2013. The UWUA and the locals affected by *Janus* are able to show the membership the value of a strong union contract. Unlike the anti-union forces that concocted the *Janus* case and the right-wing justices who issued the decision, unions know that workers are not stupid. UWUA members throughout the country understand that you get nothing in life for free and that a strong union, supported by union membership and union dues, is what brings power to the workplace. UWUA members know that united we bargain and divided we beg.

The *Janus* decision is obviously not helpful, but that case was decided by five black-robed, right-wing men who care nothing about America's workers. The men and women of this country who go to work every day to provide for their family understand that a strong, vibrant labor movement benefits the nation as a whole. In the end, the fate of the union is in the hands of its members and the fate of the country is in the hands of its citizens. That is what gives workers everywhere power and hope.

David Radtke,
UWUA General Counsel

Elections have Consequences

The *Janus* decision did not materialize out of nowhere. It is a direct result of the outcome of elections.

Presidents appoint Supreme Court justices and federal judges for life.

Presidents appoint cabinet members and high level administrators to run federal agencies that directly affect workers' rights, wages, benefits and safety.

Senators vote to appoint or reject justices, judges and presidential appointees.

Governors, state legislators, mayors and other local officials have many of the same powers.

These elected officials are either on the side of unions and their members or they are not.

Learn how candidates stand on the issues that directly affect your ability to make a good living and come home safely from work at the end of the day.

Educated union members have the power to make change for the better when they cast a vote.

Vote for candidates who are on your side.

Organizing Win at Hawaii Water

Contract Bargaining Set to Begin

The UWUA is proud to welcome into its ranks Hawaii Water workers, the newest bargaining unit to join the National Union. Their journey into the union in many ways was a textbook case of how the positive experience utility workers have as UWUA members can translate into

how the company had not adopted new technologies and practices.”

He got together with some of his co-workers to see what could be done. “One of my colleagues did some research, pulled up the pay charts from a Cal Water contract and found out people doing the same jobs there were making

the Big Island and Maui. Several meetings, numerous phone calls, and house visits later, 65% of Hawaii Water workers signed union cards. Elections were held and the National Labor Relations Board certified the results on May 31.

“Before we joined the union, we didn’t have the ability to stand up and voice legitimate concerns about safety, service and other things,” Shane says. “The union gives us the platform to do so now.”

Negotiations with the new UWUA Local 808 will begin in October.



How sweet it is! Hawaii Water members celebrate victory, left to right, Kalae Nobriga, Shane Waliezer, Don Cresdon, Betsy Wittman, Gary Shiroyama, Zachary Mendes, Scott Rau.

bringing the benefits of a union contract to others.

Last year, the union’s California Water Utility Council (CWUC) discussed the importance of organizing and reached out to members to see if they knew of anyone who might be interested in organizing their workplace. The CWUC is made up of the six locals representing over 650 workers at California Water Service Group.

This focus on organizing bore fruit when CWUC President Aaron Gieg received a call from Shane Waliezer at Hawaii Water, which is also owned by California Water.

Shane wanted to know what it would take to organize the workers in Hawaii, located on the Big Island and Maui.

“I had been with the company for a little over a year,” he explains. “I saw problems with our safety and training, the way we were being treated, and

considerably more than us, even though the cost-of-living is pretty much the same,” Shane says, adding, “We came to the conclusion that our situation could only be improved through having union representation.”

Coincidentally, one of Shane’s co-workers had recently transferred there from Cal Water, with the stipulation that he would keep everything his UWUA contract provided. He was a shop steward at Cal Water and was instrumental in organizing Hawaii Water.

After some initial conversations with Gieg and CWUC VP Rick Wilson, UWUA President Mike Langford and Executive VP Steven VanSlooten gave the go-ahead for them to work with UWUA Senior National Rep. Jami Simon to visit Waliezer and his co-workers at Hawaii Water.

The three left for Hawaii in early March and talked to workers on both

Organizing Lessons from Hawaii Water

For non-union workers who want to organize:

Do your best to clearly communicate the facts about unions and organizing.

Be mindful of who you talk to and who you give permission to speak on your behalf. Make sure it is someone that you trust and is trusted by your co-workers.

Have that conversation. Say, “Hey, what are your concerns? What are your conceptions of what you think the union is?”

Don’t be afraid of management. You have protections in an organizing campaign.

Be smart about how you organize. Don’t do it on company time. Don’t do it on a company phone. Don’t do it on company email.

If you’re smart, build trust, and utilize your people appropriately, you will win!





Region IV Conference

The defeat of right-to-work in Missouri just a few days before the UWUA Region IV Conference there electrified the atmosphere and contributed to an invigorating, powerful event. It was a fitting conclusion to this year's Regional Conferences whose theme was "Repower!" Pictured here are Region IV members who attended the conference.



MO Voters Overwhelmingly Vote "NO" on Right-To-Work

In a huge victory for workers and their unions, Missouri voters overwhelmingly rejected right-to-work by a 2-to-1 margin by voting against it with a "no" vote in a referendum this summer. The landslide victory proves, once again, that when people are given the opportunity to vote on whether or not they support right-to-work legislation, they choose to vote against it.

"When you looked up and down the streets in my neighborhood you saw 'Vote NO on Prop A' signs everywhere. And not all of these were union homes," says Allan Bathon, president of Local 335. "People understand what's at stake here so I was pretty confident that it was going to get voted down."

Ohio voters delivered a huge defeat to anti-worker forces when they, too, rejected right-to-work in a 2011 referendum.

The vote in Missouri proves that most voters, Republican and Democrat,



Local 335 members played their part in turning back an attack on workers and their unions. Left to right: Local 335 President Allan Bathon, E-Board member and past President Tom Schneider, and Financial Secretary Bill McDonald.



union member and not, understand the value that a strong labor movement brings to the nation. And, when given a chance to vote on right-to-work, it is rejected.

The way it works in Missouri, the legislature can bring the issue up again in the next legislative session. "We're hoping we defeated it soundly enough

so that they'll be leery of bringing it up again any time soon," Bathon says.

The crushing defeat of right-to-work in Missouri stands in direct opposition to the Supreme Court's ruling in *Janus v. AFSCME* earlier this summer.

The fight against MO Proposition A began in 2017 when now disgraced former Governor Eric Greitens signed legislation to make Missouri the 28th right-to-work state. The state's unions moved quickly to collect more than 300,000 signatures

to place a veto referendum on the 2018 ballot. Opponents attempted to place a pro right-to-work referendum on the ballot but were unable to do so.

Union leaders believe that the Missouri vote will help halt efforts to enact the law nationally by creating a groundswell of worker-led activism, beginning in the Midwest.



VOTE!

Your Future Depends on It

Tuesday, November 6, 2018 — Mid-Term Elections



Now is our time — as Utility Workers and as working people — to unite to ensure that those who literally make modern civilization possible, yet whom are so often overlooked, are heard, counted, and respected.

An ever-changing world

It has long been said that the only constant in life is change. In the case of American politics and how government affects the lives of working people, that has perhaps never been more true than right now.

As the country moves back and forth between governments controlled by both sides of the political aisle, change has been the result for many industries in which Utility Workers members are employed.

The ways in which energy generation is changing goes without saying — a seismic shift has been occurring due to market and government forces that have, and will continue, to alter the electric and natural gas sectors.

For water utilities, basic appropriations processes to fund much-needed infrastructure upgrades have become more difficult to achieve, leaving many systems in a growing state of disrepair.

More broadly, the rights of workers of all descriptions have come under increasing attack, making it harder than ever to freely organize, bargain, and demand dignity in the workplace. Nowhere has the effect of politics been plainer to see than in the recent U.S. Supreme Court decision, *Janus v. AFSCME Council 31*, effectively declaring the entire public sector a right-to-work zone.

Continued on page 12



VOTE!

Your Future Depends on It

Looking to the mid-term elections, when evaluating candidates, workers must ask themselves which of their candidate choices truly understands the issues that affect their lives, who will fight for their ability to make a decent living, in a safe workplace, and to receive the respect and dignity they deserve from their employers and their government.

Politics influencing our industries

Perhaps no other sector has played such an outsized role in moving swing-state voters as the coal industry. Whether powerplant operators, railroad workers, miners, construction trades, or any of the thousands of towns and small businesses that depend on the industry for a livelihood, people want to know one thing — what is the future of King Coal?

On one hand, there are politicians who will say they support the industry but seem to be unwilling or unable to stop the powerplants and mines from closing. On the other, there are those who say they want to assist communities affected by job loss and tax base erosion but, so far, little has come of such debate.

These workers and communities deserve better from their elected representatives and, this November, they must demand more — more respect for the industry's role in having built the nation, and more respect for those who continue to make it possible to enjoy a lifestyle built on affordable energy.

For nuclear powerplant operators, this same conversation is moving into their industry as more facilities face closure. Entergy, which employs Utility Workers at facilities in Massachusetts, Michigan,

and New York, will be closing all three. For some this may mean relocating to Entergy plants in the South or possibly retirement. For others, it could potentially mean several more years of work decommissioning these facilities but, whatever the outcome, one thing is clear — public policy choices have been, and

No matter the politics of the moment, when standing together organized labor is a force that can change society for the better.

will continue to be made that will affect how these transitions play out, and how workers and communities are affected.

Demand answers from candidates

It is incumbent upon us all to demand answers from candidates as to the choices they will make regarding this changing industry, and how they intend to assist those who are impacted by the change.

New energy industries are also continuing to emerge as both onshore and offshore wind turbines continue to be built around the country. Such facilities will be under construction up and down the East Coast for the next several decades and the Utility Workers have been asking elected officials to support our efforts to build out training programs that would lead people to a career in this new sector.

Political candidates must be asked whether they support union apprenticeship programs that prepare people for life-long, family-supporting careers that make a robust middle class possible, or whether they prefer an every-worker-for-themselves approach to seeking training and employment.

For Utility Workers employed in the operation and maintenance of drinking and wastewater systems, the question for candidates could not be more clear — are they committed to the scale of public investment that's truly necessary to bring all our nation's systems up to date, to avoid a repeat of the Flint, Michigan disaster in cities around the country? A society that is not willing to invest in such fundamental, life-sustaining systems as water infrastructure is, by definition, unsustainable. No one is better positioned to deliver that message to politicians than the Utility Workers who do the work every day to make sure these systems work safely.

Labor rights are human rights

In an 1861 address to Congress, President Abraham Lincoln set forth a philosophy of labor that holds true to this day — *“Capital is only the fruit of labor and could never have existed if labor had not first existed. Labor is the superior of capital and deserves much the higher consideration.”* In an address filled with the details of the beginning of the Civil War, Lincoln states, *“.....nor is there any such thing as a free man being fixed for life in the condition of a hired laborer.”*

Free men give their labor freely, and with dignity — an idea at the very center of the organized labor movement. To be

Tuesday, November 6, 2018 – Mid-Term Elections

forced into it, or to have the conditions of work forced upon a worker is not freedom. The right to stand up against these conditions, to have a fair say in the workplace, and not to be divided by the power of capital found expression this summer in the state of Missouri. Voters in the Show Me State overwhelmingly rejected a proposed right-to-work law, known on the ballot as “Proposition A.”

Sixty-seven percent of Missouri voters said “NO” to the proposition that capital should be allowed to divide the power of labor and weaken the voice of workers. No matter the politics of the moment, when standing together organized labor is a force that changes society for the better.

What we’re doing

As the elections on November 6th approach, the efforts of the UWUA are kicking into high gear. Mindful of all the issues discussed here, the National Union has rededicated itself to the fight at the heart of the labor movement for justice, equality, and dignity. As the original social justice movement, organized labor has a unique and indispensable role to play in driving politics to move in favor of working families.

As a part of the member-to-member program coordinated by the national AFL-CIO, many UWUA members have been released from their workplaces to take part in outreach to union members



Come November, the voices that will count will be those who are involved in the electoral process — be a part of determining what happens next!

around the country, urging support for pro-worker candidates.

The idea is for union members to come together one-on-one, whether through phone calls, neighborhood walks, or just old-fashioned person-to-person discussions to share what’s happening in their workplaces and to talk about how election choices impact their daily lives.

Information on candidate voting records for incumbents, and issue stances from challengers will be distributed to locals and members up until election day. People will have the opportunity to have a look and decide for themselves who they think would advocate for them were they to be elected to office.

On election day, staff, members, and volunteers will take part in Get Out the

Vote efforts around the country to help make sure everyone has a fair chance to make their voice heard at the ballot box. Whom-ever a citizen chooses to support, no one should be denied their right to vote simply because it’s challenging for them to make it to the polls.

Get involved!

Now is our time — as Utility Workers and as working people — to unite to ensure that those who literally make modern civilization possible, yet whom are so often overlooked, are heard, counted, and respected. The political system across the spectrum has, too often, operated at a distance from the concerns of working families and it’s up to trade unionists to hold them to account.

For those who are able, take whatever opportunity is available to get involved in the process this fall. Volunteer with your state AFL-CIO, or local Central Labor Council, many of whom will be coordinating phone banks, canvassing efforts, and Get Out the Vote work. Head out to campaign events, rallies, and town halls and ask candidates the tough questions — where do they stand on issues that affect workers and the utility industries? Will they fight for safety, respect, and dignity in the workplace, and for the right to organize and bargain as workers united in common cause?

Come November, the voices that will count will be those who are involved in the electoral process — be a part of determining what happens next!

Communication is the Key to Success!



Michael Coleman
Secretary-Treasurer

We have implemented many new technological advancements in our administration. We realize more than ever, that communication is vital to remain viable and powerful in today's workforce.

You may have heard it said that *data* just may be the new utility. This past year, the National Office introduced a new database, UnionAXS, to improve efficiencies, enhance our communication methods, and make doing business easier. We are now prepared to expand the project and make these platforms available to each local union.

UnionAXS is the database that we have built to house the following information in one spot: local specific information, bylaws, member information, employer identification, job site locations, Congressional Districts, utility sector identification, contracts, history of wage increases, and up-to-date local officer information.

One valuable tool is the communication platform that will allow local leadership to communicate with the membership via email and, ultimately, other social media platforms. This feature is advantageous when locals want to mobilize members for reasons such as notifications of meetings, elections, contractual issues, strikes or work stoppages. Communication can also be valuable for community related issues or Get Out The Vote campaigns. It always comes back to member-to-member conversations as we share information.

In addition to UnionAXS, we are also now prepared to roll out the new UWUA website template that we will be using for national organizing drives and that can be utilized by our locals. We heard loud and clear that our locals wanted a website template that was cost effective. We've seen too many vendors gouge our locals for website design.

These two products were specifically built for application by the National and our local unions. A major goal was to drive down any cost to the locals. Therefore, we have also negotiated a three-way participation agreement with the vendor to ensure significant cost savings to any of our locals that want to implement different aspects of the database and/or website.

Below are some highlights of each project:

Database

UnionAXS is a cloud-based membership management software that was developed specifically for UWUA locals. The goal of the software is to help minimize the amount of time spent on tracking membership information, communicating with members, looking for information and submitting per capita payments.

● Cloud Based and Secure

- > No need for on-site servers or desktop applications. Determine access levels for staff that can be accessed from anywhere.
- > Complete audit trails by user.

● Membership Portal

- > Record member information, dues payments and status.
- > Easily update information and run reports.

● Bulk Membership Updates

- > Update dues payments, statuses and member information in a few clicks.

● Automated Email Platform

- > Filter and choose the members to contact, and send email directly from the platform.

● Automated Per Capita Submission

- > Submit per capita reports in a few clicks.

Website

Our vendor will transition a local's current website or install a new website with 10 custom UWUA professionally designed pages. These pages are designed to be mobile friendly, secure and hosted to minimize the work necessary by your local. In as little as a month, you will have a professional and optimized website to showcase the work you do on a daily basis.

What is included?

● Professional Transition or Installation

● 10 Template Pages to Choose From

- > Up to 50 sub pages
- > Mobile optimized

● Photo Gallery

● Social Media Integration

● News Feed and Blog

● Monthly Hosting (99.9% uptime)

● Customizing Available as Necessary for Individual Locals

We are now prepared to share these platforms with each local. Please contact me at the national office for pricing (if required), details and implementation.

The Time To Stand For Working People Is Now!



Steven VanSlooten
Executive Vice President

As I write this, I cannot help but think that maybe, just maybe, more and more working people are waking up to the fact that if we don't do something now to protect ourselves, all will be lost.

I see firsthand in my area of Michigan how those with millions, even billions of dollars, such as the DeVos and Haworth families, to name a couple, are taking advantage of working people every day. There are many more of us than them and we're letting them get away with it!

They are smart enough to have figured out that as long as they give working people just enough to think they have something to lose, they will not rebel. I don't know how else to explain the fact that such a small number of people control the rest of us.

Rule by fear

It works like this: If I own a house, even if it's all broken down and I have to fix it all the time, at least I have one. If I speak up against my employer and I lose my job, I lose my house. So I don't speak up.

They rule through fear and intimidation.

It's a simple playbook. The rich have figured it out and use it against us all the time.

I might be wrong. Some will say I live in a bubble and that's not the way it works.

Fortunately, I'm not alone. I'm seeing more and more people, especially young people and women, who are standing up and saying they are not going to take it anymore.

Rather than doors opening for them, they are being slammed in their faces. They see that things aren't working for them and they are determined to do something about it.

Look at what happened in the primaries around the country. More women and young people ran for elected office because they are fed up with what's going on. And they are winning because voters, too, are fed up and like their ideas for moving our country forward.

"If we could get rid of the 'R' and the 'D' and look at the candidate, we'd be in a lot better place. We need to look at the candidates' ideas, what they stand for, where they come from, and what they've done. Then we can decide who would best represent us."

I see a movement happening that will take us in the right direction. I am hopeful there is going to be positive change for working people, our families, and our communities.

We need to remember our history and how we were once able to come together, move forward

together and build the great middle class with opportunities for everybody. I'm not saying we should go back. I'm saying we should look back to where we came from in order to see where we need to go. Together, we can make a better future for everyone.

We must all stand together to fight for what we know is right. To demand good, safe jobs, with a career path, as well as medical and retirement benefits. To provide opportunities for our children and grandchildren to surpass our own achievements. That is really what it's all about.

It's all on the line

And that's what's on the line in this November's mid-term elections. I don't know how I can make it any more clearer.

It's not about Democrat or Republican. It's about where the candidates stand on issues that matter to working people.

If we could get rid of the "R" and the "D" and look at the candidate, we'd be in a lot better place. We need to look at the candidates' ideas, what they stand for, where they come from, and what they've done. Then we can decide who would best represent us.

If they have been in office, look at their record. If it's a candidate's first time running for office, find out what they stand for. In any case, look at the totality of their record. Look at their life, what they did in public life, what they do when they are out of the public eye. Look at the whole person. Then vote for whomever you think is going to represent you the best.

The time to stand for working people is now!

Missouri Victory Validates Labor's Effectiveness in the Political Arena



John Duffy
National Vice President

The recent statewide labor victory in Missouri is the latest example of the collective power of union members. In 2017, Missouri's Republican controlled legislature passed a so-called right-to-work law. Legislators who voted for this unfair and unjust legislation were the kind that professed the "No Free Lunch" philosophy.

As trade unionists, we all know that is exactly what right-to-work laws do. They allow members to opt out of paying union dues, while still enjoying the benefits attained through the collective bargaining agreement and daily union representation.

The requirement to join the union was born out of the collective bargaining process. Politicians who rail against regulation, and for civil liberties, always make an exception when it comes to labor unions and the working class. Labor unions are more heavily regulated than any organization or industry, and right-to-work laws are simply another form of legislation designed to severely weaken, if not destroy, labor unions.

Voters know what's right

These self-described champions of democracy that support and promote right-to-work laws are actually destroying democracy within labor unions. A simple majority is all that is needed to form a union. But under right-to-work laws, the minority is not required to go along with the majority and can continue to enjoy the benefits of the union without paying for it. These workers are commonly known as free riders.

In other areas of our society the majority sets the agenda for all. A good example of that would be a referendum on a new school tax. If the majority votes for the new tax, the minority must pay the tax, regardless of whether or not they have children in the school system. In the case of right-to-work, though, people can opt out of paying for union services yet they will continue to receive those services. Try using the facilities at the country clubs of right-to-work supporters without paying dues and see what happens.

In cases where the passage of right-to-work laws by state legislators is put on a statewide ballot initiative for final approval by the people, voters, once armed with the facts, will do what's right for themselves and the state by rejecting that corporate

legislation. Missouri is the latest state in which the people overrode the will of the legislature by rejecting the 2017 right-to-work legislation. As in all labor victories, it was not won without a lot of hard work by union members.

The fight began with a coordinated campaign through the Missouri AFL-CIO and its Central Labor Councils and affiliated members. Union members gathered approximately 300,000 signatures to bring it to a statewide vote.

"There is no doubt that we, as trade unionists, must continue to not only beat back that legislation, but go on the offensive and push for progressive labor legislation by electing pro-labor candidates. The mid-term elections on November 6th will be here before we know it. Get involved."

Prop A defeated 2-to-1

The AFL-CIO has estimated that union members, including our members, knocked on about half a million doors. When the polls closed on Election Day, August 7, Proposition A was defeated by a two-to-one margin, a landslide by any measure, making Missouri the first state to overturn a right-to-work law.

The 2011 ballot initiative in Ohio, which repealed Senate Bill 5, was another major victory for workers.

Unfortunately, when right-to-work was passed in Michigan, the legislature denied Michiganders the right to repeal that legislation via referendum by including it in an appropriations bill. In other words, Michigan legislators intentionally thwarted the rights of their own constituents. That is exactly why ballot initiatives were created. Also known as direct democracy, dating back to the Progressive Era spanning from the 1890's to the 1920's, ballot initiatives were put in place to counter industrialists' control over state legislatures. Now, in the 21st century, we see history repeating itself.

Corporate America is up to its neck in the political process and will continue to support vicious anti-union legislation. There is no doubt that we, as trade unionists, must continue to not only beat back that legislation, but go on the offensive and push for progressive labor legislation by electing pro-labor candidates. The mid-term elections on November 6th will be here before we know it. Get involved. Work for pro-labor candidates. For more information on what you can do, contact your State AFL-CIO.



Safety Leadership Program



The Safety Leadership Class of UWUA Local 102 and West Penn Power. Pictured from left to right: Larry Beers, Mike Guliano, Jason Cornelius, Ben

McCrumb, Jon Jordan, Chauncey Holby, Mark Wineman, Greg Schmid, Travis Beck, Keith Hepler, and Les Wutka.

I am excited to report on the pilot of the Safety Leadership Program through the UWUA Power for America Training Trust Fund (P4A). Members of UWUA Local 102 and management from West Penn Power, a First Energy company, attended the training at the P4A training facility in Charlotte, MI.

This training, designed by the P4A and me, the UWUA National Safety Director for the utility industry, focuses on improving the overall safety of employees and members. The program discusses the fundamentals of safety leadership and gives participants the theory and practical tools that are needed to perform the role of a safety leader. Participants

The Safety Leadership Program designed by the P4A and the UWUA National Safety Director for the utility industry, focused on improving the overall safety of employees and members. The program discusses the fundamentals of safety leadership and gives participants the theory and practical tools that are needed to perform the role of a safety leader.

also learn how to conduct a productive peer-to-peer site visit and how to establish and run a union leadership safety committee meeting.

I would like to thank the UWUA Michigan State Utility Workers Council Vice President and National Safety

Committee member Les Wutka and his team, Ben McCrumb, Jon Jordan and Jason Cornelius for hosting the training and their contributions toward making it a success.

I would also like to commend the leadership of UWUA Local 102 President Travis Beck for all the hard work that he and his team put into making this happen for Local 102 members. Utility workers training utility workers always leads to positive outcomes.

For more information on this or any other training program that is offered through P4A, contact Executive Director Jonathan Harmon, jharmon@power4america.org, or me, john.macneill@uwua.net.

Now is the Time!

The Human Rights Committee is launching a nationwide youth education program to introduce young people to the utility industry and the union. The goal is to go into schools — grades K-6, middle school, as well as high school — to educate young people on the importance of the work we do and the industries we run.

We are calling on local presidents across the nation to join us in this campaign to get UWUA members into our schools.

Union presidents can choose members to give show-and-tell presentations, utilize career days and speak to student assemblies, to educate young people about our work and the importance of the union.

“You don’t have to be famous to participate in the fight. All you have to do is to stand your ground, speak truth to power, and exercise your vote.”

In this way, we will help rebuild our workforce and our union by showing our youth that a career in the utility industry is available to them.

This is part of a concerted effort to fulfill our mission to Reclaim, Retrain, Repower, and Repair America!

Aretha, me, and the UWUA

On a personal note, I had the opportunity to attend the funeral services of Aretha Franklin. I was also fortunate to be able to speak to sister Aretha on three different occasions as a service technician working in her home in Bloomfield, MI.

We had extensive conversations about her life and her legacy. It was interesting to find out that she wasn’t really concerned about her legacy. She really just wanted to help people through her music.

The dignitaries at her funeral all expressed how strong a civil rights activist she was and how beneficial she was to Dr. King’s cause. She traveled with him on a number of occasions and provided bail for numerous civil rights leaders.



Nate Waters
Chair, Human Rights Committee



Human Rights Committee Chair Nate Waters at Aretha Franklin’s funeral.

She was very vocal in her civil rights, human rights, and women’s rights positions.

I was honored to be present at her funeral as a representative of the UWUA and the Human Rights Committee. Her legacy encourages me to continue our work.

After listening to all the eulogies, it occurred to me that you don’t have to be famous to participate in the fight. All you have to do is to stand your ground,

speak truth to power, and exercise your vote.

With Women We All Rise!

This year the Women's Caucus attended the Women's Global Leadership Program in New York and the United Association for Labor Education (UALE) 2018 Women's Summer School. Both of these forums focused on educating and empowering women to pursue and hone their skills to become leaders in their respective unions and locals. The comraderie and sisterhood was phenomenal, engaging women from all sectors to "Rise Up" and take a seat at the

mentor at least one woman in your local that has shown the attributes of being a leader, has a desire to lead or a willingness to rally against injustices.

Sisters, let's build a caravan of foot soldiers that are committed to taking on leadership roles, organizing non-union sectors, and creating a blueprint for



Valerie King
Co-Chair, Women's Caucus



"Sisters let's build a caravan of foot soldiers that are committed to taking on leadership roles, organizing non-union sectors, and creating a blueprint for future women leaders to continue a legacy of 'Women Leading Women' to be change makers, and rising stars to achieve great success locally and nationally."

table. We were recognized as an integral part of advancing unionism and building strength and unity to grow unions across the country.

The theme of UALE "With Women We All Rise" is a powerful mantra that can be adopted by unions. It is a platform whereby women can be celebrated for their struggles and contributions past, present and future. It is essential that we identify women within our rank-and-file to be leaders, and provide resources and tools for them to succeed. Brothers, you are "Your Sisters' Keeper." This is a call to action for you to

future women leaders to continue a legacy of "Women Leading Women" to be change makers, and rising stars to achieve great success locally and nationally. We can change lives and change communities one step at a time. There is power in numbers. As we stand together, we achieve more and maximize influence in our unions, communities, churches, and the political arena.

In Unity,
Women's Caucus Committee

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UWUA Scholarship Winners



2018 marks the 59th anniversary of the UWUA Merit Scholarship Program. The National Union's long-standing tradition of investing in America's most precious commodity – its youth – has thus far acknowledged the outstanding academic achievements of over 100 students, all of them daughters and sons of members throughout the country, with a total scholarship award approaching \$500,000.

The UWUA Merit Scholarship Program provides two four-year scholarships annually, with a minimum of \$500 and a maximum of \$2,000 per year for each of the four years for both recipients. The National Merit Scholarship Corporation decides the yearly stipend, depending on the school the student is attending, the family financial situation, and other factors.

This year's UWUA Merit Scholarship winners are: Emma Franklin, daughter of Jody and Douglas Franklin, from Local 106, pictured top left with Michigan State Utility Workers Council President Pat Dillon; and Julie Michaud, daughter of Jan and Don Michaud, pictured below with brother Zak and Local 369 President Craig Pinkham and National Rep. Dan Hurley.

Julie is attending Bridgewater State University in Bridgewater, MA. Emma is pursuing a degree in environmental biology at Ferris State University in Big Rapids, MI.

The 2020

UWUA Scholarship Program

For high school juniors who will be completing or leaving high school and entering college in the fall of 2020.

This scholarship program was established by Utility Workers Union of America, AFL-CIO for the children of active UWUA members. To enter your child into the 2020 Utility Workers Union of America Scholarship Program (for students who will complete high school and enter college in 2020), use the link below and complete the following steps in the Entry Form process:

STEP 1:

Read the scholarship program brochure in its entirety (confirm that you have read and understand the program procedures by marking the check box at the bottom of the page).

STEP 2:

Confirm that your child meets all participation requirements for the 2020 competition by marking the appropriate check boxes.

STEP 3:

Complete the online 2020 Utility Workers Union of America Scholarship Program Entry Form.

STEP 4:

Review the Entry Form for completeness and accuracy, read the Submission Agreement and submit your child's Entry Form for the 2020 competition.

STEP 5:

Print and retain a copy of the "Submission Confirmation" for your records.

We wish your child the best as he/she participates in the 2020 Utility Workers Union of America Scholarship Program.

USE THE LINK BELOW TO BEGIN THE 2020 ENTRY FORM PROCESS

<http://programentry.nationalmerit.org/CNKMRLHN>

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

Glenn Barnes
Todd Benedict
Errol Bobb
Edward Canonico
Wayne Chase
Brian Cinuzzi
Frank Cornwallis
Freddy Cruz
Michael De Sio
Robert Demascio
Philip Denver
Anthony Dinatale
Chris Eberharth
Alessandro Ferrara
Glenn Giarraffa
Robert Grier
Gary Hain
Clarence Henry
Robert Hutcheon
Dennis Joyce
Robert Kerby
Dianne Laster
Philip Liberatore
Michael Lombardo
Miguel Lozada
James Martin
Milton Paxton
Hoan Phuong
Sam Rosenking
Donna Schade
Kenneth Sears
Steven Smith
Donald Thom
Frederick Trapp

Local 101

Mark Brannick
Jeffrey Fouty
Thomas Okoniewski
Dennis Parshall
Ezequiel Romero

Local 102-D

Mark F. Helfferich

Local 102-F

Daryl White

Local 102-M

Anthony W. Hudek

Local 102-N

James R. Roschli

Local 102-180

Danny L. White

Local 104

Al Sniecinski

Local 105

Deborah Bury
Lissa DiDonato

Local 106

Annette Fry
William Herron

Local 123

Dennis J. Benjamin
Patrick R. Trim

Local 126

Jeff Baker
Jim Carnock
Darrell Davis
Joe Hostetter
Jim Latchic

Local 127

Fred Lindig
David Scharosch
Michael Stucker

Local 129

William Meyer

Local 144

Daniel J. Bokhart
Dana A. Hribek
John A. Lauria
David A. Light
Dale J. Riedlinger
Frank A. Roulo
Gary A. Voss

Local 150

Mark Anderson
Dewayne M. Kammeraad
Kevin Niffenegger
Michael Owsiany
Howard Peckham
Paul Salinas
Joel Sprik
Judith Struble
Chris Wark

Local 164

Thomas A. Acita
Walter Dennison
James Fowler

Local 175

Michael D. Adams
Vicki L. Andrews

Local 175 cont'd

James F. Atkins Jr.
David Michael Beckett
Ronald Lewis Bennett
Phillip Eugene Berry
Rickey Alan Bess
Charles Robert Blanton
Stanley F. Bloomfield
Malcolm P. Blythe
Michael William Burke
Winifred E. Bush
John C. Calvert
Kenneth E. Coleman
Virginia T. Coleman
Jerry Wayne Combess
Timothy Thomas Comer
John L. Cooper
Freddie D. Cunningham
Steven Blain Davenport
Donald Ray Dearing
Bernard Depperschmidt
John Robert Downs
Danny Q. Doyle
Mickey L. Dryden
Terry E. Dryden
Danny B. Dudley
Samuel K. Edmisten
William V. Fisher
Larry C. Flinders
William Alan Flora
Michael K. Frederick
Joseph R. Gast
Clifford M. Gentry
Jerome L. Germann
Mark Allen Ginn
Paula H. Green
Dianna S. Greene
Ronald D. Grooms
Danny Wayne Gulley
Arvid Dean Hall
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Jerry L. Hazlett
Kevin J. Heath
Daryl Higgins
June Douglas Himes
Jerry E. Holsted
Billy Ray Ishmael
David L. Ison
Carl David Johnson
Lester Ray Johnston Jr.
William D. Jones
Julia M. Keane
Lynn H. Kelhoffer
Lawrence J. Kirouac
Linda C. Kirschner
Larry Eugene Kiskaden

Local 175 cont'd

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Denver F. Laney Jr.
Lynette Leath
Anthony W. Lewis
Lawrence Jeffrey Lofton
Larry A. Longacre
Glenn A. Lowe Jr.
Dale W. Marshall
Philip L. McCane
Robert M. McClees
Douglas Joe McClellan
Gary W. McGlothlin
Terry L. McKee
Daniel S. Meaux
Michael D. Miller
Terry L. Miller
Janice P. Monahon
Kenneth W. Mullikin
Richard K. O'Hearn
Regina R. Page
Kenneth Ray Penrod
Howard E. Planck
Jay Edward Planck
James G. Pressley
Paul A. Puccini
William T. Ralston
Robert L. Ratliff Jr.
Alfred Craig Rhonemus
Freddy A. Riggs
Larry E. Robinson
Harry Harmon Rose
Franklin H. Rosselot
Dairell Ray Rowland
Sharon L. Roy
Kenneth D. Ruckel
Michael Ray Schwallie
Eddie Dean Sellers
Berlin E. Setty Jr.
Richard E. Shelton
Mark C. Shoemaker
Stephen Duane Sparks
Edward J. Stafford
Timothy E. Staggs
Reneta Stephenson
Edwinna L. Thomas
Michael D. Thompson
Merlin Thomas Thornton
Dearld L. Tibbe
Larry Dean Toller
Eliseo Valles
Marshall A. Walker
Donald W. Wallace
Harvey M. Weddington
Timothy D. Williams
Patrick W. Wilson
Jeffrey L. Worthington

Local 223

Gerald Beedon Jr.
Matthew E. Bieber
Larry Bishop
Nicholas Bragadin
Bruce Christian
Nasadral Crayton

Local 223 cont'd

Lucky Deluyck
George Filimon
Carl Grimm
Richard Hartman
Richard Helhowski
Kirk Kammer
Randy Morris
David Nickel
Ray Parker
Jitendra Patel
John Patla
Reginald Pearson
Danny Price
Michael Riter
Jerry Southerland
Greg Thompson
Ronald Vancena

Local 253

Pat Davis

Local 254

Dave Papke

Local 257

Marvin J. Hollars

Local 264

Joseph William Taylor

Local 270

Robert M. Baird
David R. Blount
James M. Hinojosa
William H. Krava
Douglas E. Orosz
William R. Painter
Marlene E. Pietrzyk
Eric E. Sheck
Ralph H. Tromp Jr.

Local 347

Douglas Collins
Vincenzo Festa
Thomas Johnson
Wayne Strom

Local 359

Steven Burns
Richard Landry
Rosemary Oliveira

Local 365

Robert Cribbin

Local 369

Alan Allsopp
John Billings
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David Packer
Inna Palatnik
Robert Pitreau
Adam C. Rodrigues
Cynthia Spearman
James Sullivan

Local 375

Jorge Arias
Rocco Di Franco
Luigi Mariano
James Whalen
Horace Yates

Local 388

Diane Anderson
Steven W. Hagger
Dennis Hamacher

Local 388 cont'd

Kevin Hudson
Greg Mikesell
Garry Speer
Timothy Vanduin
Terry Welsh

Local 393

Robert Bliss
Glenn Bohn
Joseph D'Amico
Robert Donnellan
Kathy Fallon
Reyes Gonzalez
Frank Losito
Frederick Mildner
Catherine O'Brien
George Powell
James Romanowski
Frank Schuch
Emily Szekalski
Ayleen Tempera
Jerry Tringone

Local 406

Jack Coon
Ron Edwards
Paul Kubera

Local 407

Randall Allison
James Knoop

Local 416

Fred Cercione
Ray Egger
Ed Ford
Joe Relihan
Rick Winter

Local 417

Dennis Kinne

Local 423

Christian Golubiewski
Karl Margherito
Michael Ricany

Local 426

Billy Anderson
George Wagner

Local 430

Johnny Ray Sanders

Local 433

Christine Buerkle
Susan Kane Miller
Shirley B. Robinson

Local 470-1

Denise Redd
Mattie Whittaker

Local 478

Charles E. Adamson
Patrick K. Coyne

Local 522

John Curran
Michiko Robinson
Teresa Roblero

Local 534

Geeta Patel
Haig Shirinian

Local 537

Kevin Eckenrode
Steve Meskers
John Loftus

Local 601

James Amos Jr.
Robert Coen
Lillian Cuza
Pamela J. Gelenites
Gary E. Hoyt
Christine Lages
Christian D. Mann
Victor M. Miranda
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