

# THE UTILITY WORKER

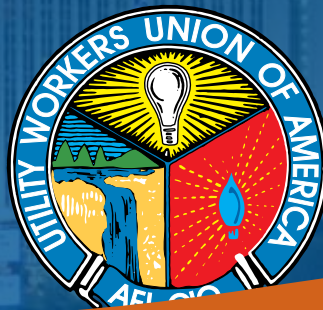


UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIV, No. 1 January/February/March 2019

## Our Mission

Protecting Our Legacy  
Building Our Future



31st Constitutional Convention, Las Vegas, NV  
July 24 - 27, 2019

## Convention Call

# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIV, No. 1  
January/February/March 2019

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Las Vegas Strip  
Photo by Lasvegaslover

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# 2019 Strong!

*D. Michael Langford*

**T**his will be a monumental year for the UWUA and our members. As we enter the midpoint of our eighth decade, never before has the

UWUA participated in so many different areas where decisions affecting the work lives of our members are made.

In order to ensure our nation succeeds in an ever-more competitive world, utility industry executives and elected leaders in government are being called on to invest heavily in our industries. As a result of work we've been doing over the last decade, we are in a good position to secure current and future work in the water, gas, electric, and nuclear industries.

While the House and Senate remain divided in Washington, making it hard to get legislation over the finish line, there is bipartisan agreement on the need to take action in a number of areas where we have been extremely active and influential.

## **Protecting our jobs**

We were a key player in securing broad bipartisan support for passage of the Furthering Carbon Capture, Utilization, Technology, Underground Storage, and Reduced Emissions Act (FUTURE Act) last year.

The FUTURE Act is designed to fuel growth in research, development and investment in carbon capture utilization and storage (CCUS) equipment in coal-fired power plants, ethanol plants, steel plants, and other large carbon emitting industries.

Following that success, we are now supporting passage of the USE IT Act, another step forward in advancing technology-based solutions to environmental challenges in a manner designed to maximize the economic potential of our energy and manufacturing sectors.

In seeking new ways to power our nation and energize our industrial base, this bill recognizes the value of retaining and creating high-quality, family supporting jobs, and their importance to the working families and communities that depend on them for their way of life

**“This will be a monumental year for the UWUA and our members. As we enter the midpoint of our eighth decade, never before has the UWUA participated in so many different areas where decisions affecting the work lives of our members are made.”**

## **Building for our future**

The American Society of Civil Engineers (ASCE)'s latest 2017 Report Card for America's Infrastructure gave the nation's infrastructure a grade of "D+," and estimated that getting to a grade of "B" would require a significant federal investment over the next 10 years. We are teamed up with our labor and environmental allies in the BlueGreen Alliance to get Washington to take action and invest in our infrastructure.

The Department of Labor (DOL)'s recent support of our Power 4 America's national apprenticeship program in renewable energy is another example of how we are building the foundation in growing industries — wind, solar, and battery storage — for current and future members.

We were at the table when the Offshore Wind Jobs and Opportunity Act was drafted. It would create a federal grant program that unions and community colleges could apply to for funding to train workers for the offshore wind industry. Our first DOL national apprenticeship program puts us in a position to reap the rewards of our efforts.

In all of these examples we see the opportunity to boost our economy, create millions of good, union jobs, while simultaneously reducing pollution, combating climate change, and strengthening our communities.

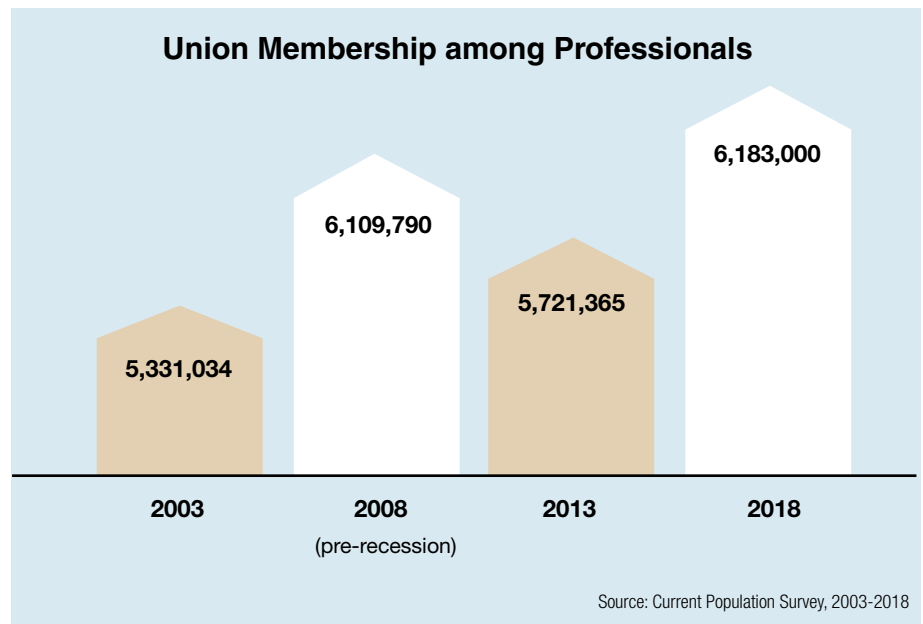
When we gather for our 31st National Convention this summer we will be more powerful and influential than ever before and prepared to take on the challenges ahead. I am looking forward to engaging as many member delegates as possible as we set a course for the future.

# As Union Professionals Continue to Rise, Organizing Opportunities Abound

The number of professional and technical employees who are members of unions continued to rise over the past year and reached a record high in 2018, according to data analyzed by the Department for Professional Employees, AFL-CIO. Over six million professionals are now part of the labor movement, a growth of over 800,000 in the last 15 years.

This growth comes as more people are now employed in specialized professional and technical jobs than ever before, including in the utility industry. Over the past 10 years, the proportion of utility jobs that can be classified as professional or technical has increased by seven percent to 38.2%.

“This is good news for our union,” says UWUA President Mike Langford. “We represent utility workers in all job classifications and are well positioned to organize the growing number of



professional and technical workers into our union. As the utility industry continues to transform to incorporate more renewable energy sources and

new technologies, it is likely that professional employment will continue to rise as well.”

## NJ Local 601 Wins 1st Atlantic City Con

**“We achieved our first contract with the Atlantic City Call Center through partnership and good faith bargaining since day one. From this point forward, through dedicated commitment to our members and a good relationship with the employer, as time passes we look to improve on our collective bargaining agreement with the employer.”**

— Local 601 President Noel Christmas

It was a long time coming, but when NJ Local 601 successfully inked its first contract with the Atlantic City Contact Center as 2018 came to a close, workers there celebrated.

By a vote of 49-8, call center workers ratified their contract and now have the protections a UWUA collective bargaining agreement brings. The two-year agreement includes wage increases, health and welfare benefits, paid time off (sick days, holidays, personal days), a grievance procedure and more. Most importantly it gives call center workers a voice at work!

“We achieved our first contract with the Atlantic City Call Center through

# New Contracts Bring Gains and Members to Local 609 in Right-to-Work States

Local 609 recently negotiated new contracts with the Northern Pipeline Construction Company (NPL) for workers in Texas and Oklahoma that include annual raises, paid time off, and, maybe most importantly, better health care coverage with no monthly premiums, thanks to the UWUA National Health and Welfare Fund.

“NPL was looking for a better health and welfare benefits package and our Organizing Director, Bob Houser, suggested they take a look at what the UWUA has to offer,” says UWUA Executive Vice President Steven VanSlooten. “Our benefits are so much better than what they had. It’s satisfying to know that these members are getting better health care coverage and don’t have to pay premiums.”



Local 609 members in Oklahoma.

Local 609 negotiated to get NPL employees covered by the Fund starting January 1, 2019. Since inking the agreement, hundreds of NPL workers have signed union cards in the right-to-work states of Texas and Oklahoma.

In right-to-work states, workers who are covered by a union contract can opt out of paying dues without losing

the benefits of the contract. But if they do, they give up their right to participate in union activities.

“When we negotiated for much better benefits through the union health plan, hundreds of guys jumped on board and signed union cards because they want to have a voice in the union,” says Local 609 President Renard Jowers. “They’ve seen what we’ve been doing with grievances and arbitrations and making sure we hold the company accountable. We showed them that

the union is there to get better working conditions, better benefits, and to improve lives outside of work.”

The UWUA benefits include health care, with no co-insurance payments, eye care, dental, life insurance, and disability coverage. Local 609 has negotiated for these benefits for workers covered by its contracts in five states.

## tact Center Contract

partnership and good faith bargaining since day one,” says Local 601 President Noel Christmas. “It has taken a long time since we organized this group in 2015, but from this point forward, through dedicated commitment to our members and a good relationship with the employer, as time passes we look to improve on our collective bargaining agreement with the employer,” he added.

The unit was organized through a neutrality agreement with the employer that included access to the property and card check recognition.

The call center recently received work from PSE&G and is in the process of

hiring an additional 100 employees, with plans to expand to a potential 1,000 employees by the time the contract expires in 2020. Utility calls now account for 90% of the work.

Important language was won in bargaining to protect work from going overseas, a major concern for call center workers. Under Scope of Work, Article 2.3 reads, “All utility work (calls) will not go overseas (out of the United States).”



How sweet it is! Celebrating their first contract, from left to right: Local 601 President Noel Christmas, UWUA Organizing Director Bob Houser, UWUA National Organizer and Women’s Caucus Chair Valerie King, Contact Center VP of Employee Services Stacy Chando, 601 member David Banks, Shop Steward Diane Jowers, and 601 VP John Ciaramella.

## P4A Welcomes

## The California Water Utility Council and California Water Service Group are Newest Members



UWUA California Water Utility Council members fought the Camp Fire blaze, California's worst wildfire on record, some lost their their homes, photo left. UWUA officers and members on a visit to Paradise, CA, ground zero of the blaze, top, left to right: UWUA VP John Duffy; Local 484's Eric Lopez; UWUA Sec.-Treas. Michael Coleman; 484's Deivionce Horton; National Safety Director Scotty MacNeill; Cal Water VP, Water Quality & Chief Utility Operations Officer Tim Trealor; 484's Tony Flores; Cal Water VP, Chief Safety, Security & EPO Safety Gerald Simon, and California Water Service Group CEO Marty Kropelnicki.

Seeing the value of union led training, the California Water Utility Council (CWUC) and the California Water Service Group have signed an agreement to partner with the UWUA's Power 4 America Training Trust for the next two years. They join P4A's growing number of UWUA members and employers who understand the value of union members training union members.

The agreement follows a meeting of the CWUC Executive Board, the Cal Water CEO and managers, and the P4A last year where training opportunities were explored.

"Our intent was to continue the positive 'One Team Approach' the union has with the company," said Rick Wilson, CWUC vice president and Local 160C president. "This effort, and our partnership with P4A, will solidify and reinforce our 'leader in the water utility industry' standard," he said.

The CWUC leadership saw the value in union led training for its approximately 700 UWUA members as well as the 85 International Federation of Professional and Technical Engineers (IFPTE) union members within the company.

"With the addition of CWUC and Cal Water, P4A provides training from coast to coast for UWUA members," said Jon Harmon, P4A's executive director. "Our goal to provide high quality union led training is a perfect match with the existing collaboration between the CWUC and Cal Water."

In meetings at the company's San Jose headquarters, members of the CWUC, P4A and Cal Water discussed training programs designed to complement current safety and leadership trainings. The goal is to be able to launch a new union foreman leadership program by June 2019.

California Water Service is the largest regulated American water utility west of the Mississippi River and the third largest in the country. The company serves 484,900 customer connections through 28 Customer Operations Centers throughout the state.

## P4A Enters Renewable Training with DOL Apprenticeship

As companies look to renewable energy through land-based wind, off shore wind, and solar farms, P4A has developed a training program for UWUA members for these future jobs. When Consumers Energy announced the addition of two new wind energy parks last year, it was clear that these jobs needed highly skilled workers.

Partnering with the Michigan State Utility Workers Council (MSUWC) and Consumers Energy, P4A began developing a Dept. of Labor (DOL) registered apprenticeship program to train UWUA members to become renewables specialists. Under this training, workers would be able to work on land-based wind turbines, solar farms and battery storage units.

"The Renewables Specialist Apprenticeship program is something that this industry is going to be proud of," says MSUWC Sr. Vice President Tom Cole. "Adding the solar and battery storage into the curriculum will make our members DOL accredited journeyman not only in the wind tech industry but in the whole realm of renewables," he said.

"This apprenticeship will prepare UWUA members for the unique challenges in the renewables field," says P4A Executive Director Jon Harmon. "As companies diversify their renewables portfolio, P4A will be able to train workers for all types of renewable energy jobs."

The apprenticeship will be an 18-month program that will combine classroom activities with on the job training experiences for the apprentices.

Rollout for this new apprenticeship is scheduled for spring 2019.

What's  
New for  
2019?

# Another Successful Year in P4A Training

Steady growth for the UWUA's Power 4 America Training Trust (P4A) defined 2018. P4A continued to grow in trainings offered, employer membership, and number of UWUA members that participated in P4A led trainings. Five employers (American Water, Con Edison, Consumers Energy, Peoples Gas and Utility Lines Construction) continued to entrust P4A to deliver union-led, high quality training to 3,676 UWUA members from New York to California. "It's exciting to think that 7% of the UWUA's membership experienced some type of union-led training by P4A in 2018," said P4A Executive Director Jon Harmon. "Companies recognize that our peer led training produces better trained employees."

## Union members training union members

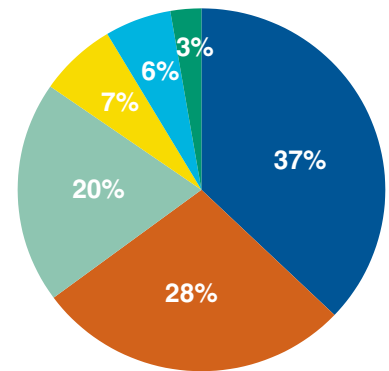
Over the course of the year, P4A delivered 122,110 training hours. Classes ranged from 2-hour excavation safety courses to 6-month Utility Workers Military Assistance Program (UMAP) trainings. The typical individual in these trainings received on average 33 hours of union-led, union-based instruction. Many of these trainings were led by UWUA members.

Reaching out to the military community, P4A taught the necessary skills for 126 veterans to become new members of UWUA Chicago Local 18007, and Michigan Locals 104, 105 and 106. Collaborative partnerships between these locals and their employers have created career opportunities for veterans.

P4A renewed its emphasis on safety training by participating in the OSHA Susan Harwood training grants program — 730 members of Consumers Energy's EIRP work group spent two hours in the grant funded excavation safety refresher

**"It's exciting to think that 7% of the UWUA's membership experienced some type of union-led training by P4A in 2018."**

— P4A Executive Director Jonathan Harmon



## Percentage of individuals trained

- Consumers Energy
- Con Edison
- Susan Harwood Grant
- American Water
- ULCS
- Peoples Gas

P4A is currently working with UWUA members to develop a DOL registered Renewables Specialist apprenticeship for spring 2019. Individuals that complete this 18-month training will be able to provide Operation and Maintenance for land-based wind turbines, solar farms and battery storage. Pictured here: P4A East Coast Coordinator Priscilla Peloubet at a wind turbine door, top, and Local 124 Renewable Lead Wayne Rinkevicz in the turbine's hub at the Lake Wind Energy Park in Ludington, MI.

course in the month of September. This training was an opportunity to come together to review the daily hazards that exist on the worksite.

In addition to this training, P4A added a national health, safety and environment director in August. Bill Komianos brings

over 40 years of safety experience in the utility industry. He has conducted environmental testing in P4A labs to ensure that students are protected. He has also been working to update the Systems of Safety training materials to reflect today's hazards in the workplace.

# Rick Passarelli Joins National Staff as Director of Veterans Affairs

*Rick Passarelli retired as Business Manager of Local 18007 Chicago Gas Workers Union on January 1, 2019 to join the UWUA National Staff as Director of Veterans Affairs. As Chair of the UWUA Veterans Committee, Passarelli has overseen the work of the UWUA's Utility Workers Military Assistance Program (UMAP), a project of the union's Power 4 America Training Trust (P4A). Hundreds of veterans are UMAP graduates who are now enjoying the benefits of a career in the utility industry as UWUA members.*

*The Utility Worker recently interviewed Rick about his new assignment.*



**Utility Worker: What are your primary responsibilities as Director of Veterans Affairs?**

**Rick Passarelli:** I will be servicing locals all over the country and meeting with employers to get them to understand the importance of what the Power 4 America Training Trust can offer them. If there's the possibility of a veterans' component to an employer's training plans, even better, because we have the UMAP program.

**UW: What is the UMAP program?**

**RP:** The UMAP program was founded eight years ago in Chicago by the UWUA's Power 4 America Training Trust. It provides veterans with a pathway to a lifelong career in the utility industry. We'll be graduating cohort 20 and our 500th veteran on March 7 of this year. A total of 396 veterans are now Local 18007 members, representing more than one-quarter of the local's total membership at Peoples Gas.

In Michigan, the UMAP program has a different structure. Most of those going through it are incumbent workers who are already UWUA members working for Consumers Energy, not new hires like in Chicago. UMAP Michigan is running strong with a number of classes scheduled for this year.

When I promote this across the country I will use the examples of Peoples Gas and Consumers Energy and tell employers that we can build a model that fits their workforce needs.

**UW: What are your goals in your new position?**

**RP:** I will strive to sign three new employers a year to participate in the Power 4 America Training Trust. Our experience shows the success of the P4A model of union members training union members. I will work to get new employers to understand this and join P4A.

The UWUA believes that veterans offer a lot to employers and are tremendous union brothers and sisters. The cama-

raderie of the military that UMAP graduates offer under the Power 4 America umbrella has proven its worth both to employers and the union.

The success of union-to-union training reinforces the importance of union membership, especially in right-to-work states.

**UW: What are some of the specific skills veterans bring to their work?**

**RP:** Veterans match up perfectly with many utility job classifications, especially as electricians, machinists, and in nuclear operations and management. In nuclear power generation and decommissioning, if someone served on a nuclear ship or submarine, they will already have the certifications needed to work in the civilian arena and will not have to go through expensive and time consuming training.

Electricians and machinists are going to play a major role in the growing wind and solar energy sectors and we will tap into a large veteran pool who have the certifications to go right to work on wind turbines and in photovoltaic power.

**UW: How will you meet your goals?**

**RP:** We have been working for a number of years with federal agencies, such as the Department of Defense, Department of Labor, and the Department of Energy, as well as with employers and I am confident the team we have put together will make it possible to accomplish the goals I have laid out.

**UW: What do you want UWUA members to know?**

**RP:** My message to members and retired members is that the UWUA's National leadership has believed in the power of union members training union members and, specifically, the UMAP program. As a result, we are well positioned to represent utility workers of the future and grow our union.





# 31st Constitutional Convention

OFFICIAL CALL

Las Vegas, Nevada, July 24 – 27, 2019



## Convention Call

**TO: All Local Unions and Councils of the Utility Workers Union of America, AFL-CIO**

**ARTICLE XV, SECTION 1**, of the Constitution of the Utility Workers Union of America, provides for the convening of our Constitutional Convention during the summer of 2019. Therefore, you are hereby notified that the 31st Constitutional Convention of the Utility Workers Union of America, AFL-CIO will be convened at Caesars Palace, Las Vegas, Nevada, starting at 9 a.m. on Wednesday, July 24, 2019. The Convention will continue in session on a day-by-day basis on July 25, 26 and 27, 2019.

Your attention is directed to Article XV of the Constitution of the Utility Workers Union of America. Article XV sets forth the rules governing the 31st

Constitutional Convention. The National Officers and Executive Board members will be elected at this Convention. Therefore, all Delegates and Alternate Delegates to the Convention must be elected by secret ballot in accordance with The Labor-Management Reporting and Disclosure Act of 1959 (LMRDA) and in accordance with Article XV of the UWUA Constitution. You may contact the UWUA Headquarters in Washington, D.C. to obtain a copy of the procedure governing distribution of campaign literature by the UWUA at the expense of a candidate for election to National Office. The president and secretary of each local union must certify that all delegates and alternate delegates to the Convention have been properly elected. Article XV of the Constitution and Section 401 of the LMRDA, 29 U.S.C. 481, are

reprinted in their entirety following this Convention Call.

**UWUA Committees' Joint Summit to be Held and 2019 Utility Worker National Hero to be Awarded**

This year UWUA Committees (Human Rights Advisors, Safety Committee, Women's Caucus and Young Workers Initiative Committee) will present a joint summit to discuss issues in our industries.

Presented for the first time in 2015, this year's convention will again include the Utility Worker Heroes Recognition honoring members who have performed heroic acts during their work day or at union related activities. Contact your local for details.

## Open letter from President Mike Langford Our Mission

**U**tility Workers Union of America members are the best trained, highest skilled, safest, most productive workers in the world. We keep the lights on, the water flowing, and the gas burning. We provide life's necessities and make the American Dream a reality for our members, their families, and the public we serve.

We are able to do this, as individuals and collectively as a union, because

of our mission as utility workers and UWUA members. Our mission, as written by those whose shoulders we stand on, those who through blood, sweat and tears built our union, is in the preamble of our Constitution.

"The UWUA, AFL-CIO is an organization of members united by the belief in the dignity and worth of workers and by an understanding of the necessity and value of the services we provide to the

public for their health and well-being. We are dedicated to improving the lives of our members and their families and to enhancing the quality of life in our communities.

"We are an organization of men and women of every race, religion, age, and ethnicity, who are committed to a society where all workers and their families live and work with dignity; where there is an economic and political mandate

for a more equitable distribution of the nation's wealth for those performing useful service to society; where workers have a collective voice and power in the workplace; where economic well being is achieved for our members and all workers, where work is satisfying and fairly rewarded."

It is important for each and every one of us to know that this is our history; this is our mission going back to August 1, 1945, when the UWUA was chartered by the Congress of Industrial Organizations (CIO), now the AFL-CIO.

Now more than ever we need to live by these words and make them a reality not just for our members but also for everyone who works for a living.

At no other time in our union's history have we faced such an onslaught on our rights and well being as workers. The Department of Labor, the National Labor Relations Board, the Occupational Safety and Health Administration, and other federal agencies that govern our workplaces, are all stacked with anti-worker, anti-union, pro-corporate officials who are doing all they can to protect the interests of the rich. They do this by attacking working people and their unions. In so doing, they are destroying the middle class and ruining our great nation.

As Utility Workers we have a strong sense of history. We honor the words and deeds of those who came before us and let them guide us on a path into the future. That's why the theme of our upcoming 31st Constitutional Convention is: "Our Mission: Protecting Our Legacy, Building Our Future." This theme will focus the National Union's work for the next four years.

We will build on the successes we've achieved since our last Convention whose theme — Reclaim, Retrain, Re-

power, Repair America! — guided us in our work for the past four years.

Our coming together at an historic convention couldn't happen at a more important moment. This is a pivotal time for working people, the union, and our nation. As Utility Workers, we are on the front lines of a rapidly changing world. By remembering where we came from and learning from our history, we will set a course for a future that can benefit everyone.

### **Protecting Our Legacy**

The forty-hour workweek, weekends, paid sick days, paid vacations, the Civil Rights Act, the Age Discrimination Act, the Americans with Disabilities Act, the Family and Medical Leave Act, the Occupational Safety and Health Administration, Social Security, Medicare, healthcare coverage, pensions — this is our legacy.

The list goes on and on. Throughout our nation's history, workers organized into unions to improve the lives of Americans, all Americans. It was done through collective bargaining with employers, electing politicians who fought for the American people, and through direct action.

Despite the continued onslaught by those who would like to take away our livelihoods and all the gains we've made, the UWUA continues to push forward. We do this because we are relentless in protecting what we've won, our legacy, and focusing on building a better future.

### **Building Our Future**

Over the last decade we have put the building blocks in place to ensure our success going forward. The Power for America Training Trust and the National Health and Welfare Fund are providing training and benefits at a national level

to more and more members.

We have built on the successes of our Human Rights and Young Workers committees to build a National Veterans Committee, the Women's Caucus, and a National Safety Committee. All of these committees are now working together to protect and strengthen our membership, build our union for the future, and bring the benefits of UWUA membership to unorganized utility workers.

We have added a Government Affairs Director and are weighing in on the writing and promotion of legislation to protect the jobs we have, as well as open avenues for Utility Workers for the future. We all know that what we win at the bargaining table can be taken away with the stroke of a pen and are more active than ever in the electoral arena.

Most recently, we created a full-time Communications Director position and will soon have someone on staff to improve communications internally with our members and externally with the public.

In addition to these important additions to our national staff, we are continually building relationships with other unions and union-supported organizations that share our trade union values and goals as utility workers.

In short, we are doing everything we can to build a better future for our children, our grandchildren and the generations to come.

At our 31st Convention we will celebrate our successes and map a course for the next four years. Our Mission: Protecting Our Legacy, Building Our Future!

In Solidarity,

D. Michael Langford  
National President

## **2019 Convention Lodging and Travel Arrangements**

*Lodging for the 2019 Convention will be at Caesars Palace in Las Vegas, Nevada. The airport is close by. Detailed information regarding hotel room rates and reservations, hotel parking, and airport transportation will be included in a separate Convention Call which will be mailed shortly to every Local Union. Information will also be available on the UWUA website: [www.uwua.net](http://www.uwua.net).*



## ARTICLE XV Conventions

### Section 1.

The regular National Convention shall be held subsequent to the National Convention in June, 1979 at four (4) year intervals during the month of June, of such dates and at such places as may be designated by the National Executive Board; provided that the date of such National Convention may be advanced or postponed to the two (2) months preceding or two (2) months subsequent to the month of June by resolution of the National Executive Board.

### Section 2.

The Call for each regular National Convention shall be mailed by the National Secretary-Treasurer at least seventy (70) days prior to the convening of the National Convention.

### Section 3.

Representation shall be based upon the average of the membership of the local union both paid and for whom per capita payments have been duly waived or excused for the last four (4) months preceding the month in which the National Convention is held. Such membership shall be based upon the records of the National Secretary-Treasurer. A local union that has been chartered less than four (4) months preceding the month in which the National Convention is held shall be entitled to send delegates based on the average number of paid up members in the months said local union held the charter.

### Section 4.

Voting at National Conventions shall be based on per capita membership. Each local shall be entitled to elect by secret ballot, one delegate for the first 100 members or less in good standing and shall be entitled, after election by secret ballot, to send delegates for each

additional 100 members or fraction thereof. However, except as provided in Article XV, Section 4a, no one delegate shall be permitted to represent more than 1,000 members. For local unions having large memberships, it is required that they elect by secret ballot enough delegates to adequately vote their full per capita membership. Any affiliate local union may elect by secret ballot alternate delegates to a National Convention, but said alternates shall only serve as delegates in the event of the inability of a delegate or delegates to attend the National Convention and serve.

### Section 4a.

In the event a local union is engaged in a duly authorized strike or lockout which prevents it from sending its entire delegation to a National Convention, the local union shall be entitled to have one or more of its delegates, previously elected by secret ballot, vote the total per capita of the local union after having provided evidence to satisfy the Credentials Committee that he/she has been properly authorized by the local union.

### Section 5.

Local unions within a reasonable radius of one another in the same region may combine and elect delegates to represent them, but no delegate so elected shall be entitled to represent more than 1,000 votes in the National Convention. Joint councils chartered by the National Union and composed of local unions of the National Union, may elect a delegate to the National Convention—such delegate shall be seated with all rights and privileges but shall not be entitled to vote unless carrying credentials of a local union.

### Section 6.

No local union shall be entitled to repre-

sentation at the National Convention unless the Financial Officer has paid the National Secretary-Treasurer all dues and initiation fees, etc., that are due to the National Union.

### Section 7.

Any local union becoming delinquent must comply with Article VI, Section 12, and be in good standing for four (4) months previous to the month in which the National Convention is held, before it will be entitled to representation.

### Section 8.

No member shall be eligible to be a delegate to a National Convention unless (a) he/she shall have been in continuous good standing for a period of twelve (12) months prior to the National Convention; or (b) if his/her local union has been in existence for less than twelve (12) months prior to the National Convention, he/she must have been in continuous good standing for a period of four (4) months prior to the National Convention; or if his/her local union has been in existence less than four (4) months, he/she must be in good standing for all the months said local held its charter, before he/she will be eligible to be a National Convention Delegate; and is employed in a plant, shop, office, or any other place within the jurisdiction of the National Union, or is one of the staff representatives of the National Union, or an officer, employee, or representative of a local union. The National Officers and the members of the National Executive Board shall be ex-officio delegates to all National Conventions, and shall be seated at the National Convention with all rights and privileges of delegates, but without vote, except that the National President shall have the right to vote in the event of a tie.

### **Section 9.**

Upon certification by the President and Secretary of a local union, with the local union's seal attached, of all delegates properly elected to the National Convention, the National Secretary-Treasurer shall send to each delegate at his/her home address an original copy of the delegate's credential signed by the National President and National Secretary-Treasurer with the National Seal affixed. The duplicate shall be retained by the National Secretary-Treasurer to be turned over to the Credentials Committee prior to the opening of the National Convention. All delegates shall present their credentials to the Credentials Committee prior to the first session of the National Convention. The notification letter containing the names of the delegates properly elected by each local union must be received by the National Secretary-Treasurer not later than twenty-five (25) days prior to the opening of the National Convention.

### **Section 10.**

Delegates to the National Convention shall be elected by secret ballot of the local union after the Call for the National Convention is received and has been read to the local union. The local union officers shall issue a notice, in accordance with the provisions of the Labor-Management Reporting and Disclosure Act of 1959, as amended, stating those delegates will be elected by secret ballot. Delegates must receive a plurality vote of the members voting. Notwithstanding the above, if a local's bylaws provide that any of its officers shall also serve as National Convention Delegates, then such officers, when elected to office, shall also be elected as delegate to the National Union Convention and, in accordance with the Labor Management Reporting and Disclosure Act of 1959, as amended, the nomination and election process for officer, including the notice of nominations and election and the voting ballots, shall include "UWUA National Convention Delegate." Additional delegates and alternates shall be nominated and elected in the manner prescribed in the National Constitution.

### **Section 11.**

When any delegate's credentials are to be contested, notice of such contest shall be sent to the National Secretary-Treasurer not later than five (5) days prior to the date for convening the National Convention.

### **Section 12.**

All proposed Constitutional amendments and resolutions to be considered by the National Convention shall emanate from:

- (a) a duly constituted local membership or local union Executive Board meeting,
- (b) an authorized National Union council,
- (c) the National Executive Committee and/or the National Executive Board,

and shall be sent to the National Secretary-Treasurer. Amendments must be received no later than thirty (30) days and resolutions no later than ten (10) days prior to the convening of the National Convention. The National Secretary-Treasurer shall submit all proposed amendments to the National Constitution and all resolutions so received to the chairpersons of the appropriate committees. Time limits may be waived by the National Executive Committee for good cause.

### **Section 13.**

A National Convention shall not consider internal appeals or grievances unless the lower tribunals of the organization have previously considered them.

### **Section 14.**

On questions coming before the National Convention, a roll call shall require a majority vote.

### **Section 15.**

The National Secretary-Treasurer shall have a roll of accredited delegates prepared and make such other arrangements as will expedite and facilitate the calling of the roll.

### **Section 16.**

The National President shall appoint, prior to the opening date of the National Convention and subject to the approval of the National Convention, such committees as are necessary to conduct the affairs of the National Convention. Such committees shall meet before the opening date of the National Convention, and shall proceed to consider all resolutions, appeals, reports, and constitutional amendments submitted to the National Convention.

### **Section 17.**

All National Conventions shall be governed by the following order of business unless suspended by a two-thirds (2/3) vote:

1. Call to order by National President or his/her designee.
2. Report of Credentials Committee.
3. Roll Call.
4. Report of Committee on Rules and Order.
5. Ratification of Committee Appointments.
6. Report of Officers.
7. Submission of Minutes of Last Convention.
8. Report of Committees.
9. Unfinished Business.
10. New Business.
11. Nomination and Election of Officers.
12. Recommendations on Place for Next Convention.
13. Good and Welfare.
14. Adjournment.

### **Section 18.**

A quorum for the National Convention shall consist of two-thirds (2/3) of the registered delegates to the National Convention.

### **Section 19.**

Parliamentary procedure at all National Conventions shall be governed by Roberts Rules of Order (Newly Revised), except as otherwise provided in this National Constitution.

# Labor-Management Reporting and Disclosure Act of 1959, As Amended

## TITLE IV - ELECTIONS

### Terms of Office; Election Procedures

(29 U.S.C. 481)  
SEC. 401.

(a) Every national or international labor organization, except a federation of national or international labor organizations, shall elect its officers not less often than once every five years either by secret ballot among the members in good standing or at a convention of delegates chosen by secret ballot.

(b) Every local labor organization shall elect its officers not less often than once every three years by secret ballot among the members in good standing.

(c) Every national or international labor organization, except a federation of national or international labor organizations, and every local labor organization, and its officers, shall be under a duty, enforceable at the suit of any bona fide candidate for office in such labor organization in the district court of the United States in which such labor organization maintains its principal office, to comply with all reasonable requests of any candidate to distribute by mail or otherwise at the candidate's expense campaign literature in aid of such person's candidacy to all members in good standing of such labor organization and to refrain from discrimination in favor of or against any candidate with respect to the use of lists of members, and whenever such labor organizations or its officers authorize the distribution by mail or otherwise to members of campaign literature on behalf of any candidate or of the labor organization itself with reference to such election, similar distribution at the request of any other bona fide candidate shall be made by such labor organization and its officers, with equal treatment as to the expense of such distribution. Every bona fide candidate shall have the right, once within 30 days prior to an election of a labor organization in which he is a candidate, to inspect a list containing the names and last known addresses of all members of the labor organization who are subject to a collective bargaining agreement requiring membership therein as a condition of

employment, which list shall be maintained and kept at the principal office of such labor organization by a designated official thereof. Adequate safeguards to insure a fair election shall be provided, including the right of any candidate to have an observer at the polls and at the counting of the ballots.

(d) Officers of intermediate bodies, such as general committees, system boards, joint boards, or joint councils, shall be elected not less often than once every four years by secret ballot among the members in good standing or by labor organization officers representative of such members who have been elected by secret ballot.

(e) In any election required by this section which is to be held by secret ballot a reasonable opportunity shall be given for the nomination of candidates and every member in good standing shall be eligible to be a candidate and to hold office (subject to section 504 and to reasonable qualifications uniformly imposed) and shall have the right to vote for or otherwise support the candidate or candidates of his choice, without being subject to penalty, discipline, or improper interference or reprisal of any kind by such organization or any member thereof. Not less than fifteen days prior to the election notice thereof shall be mailed to each member at his last known home address. Each member in good standing shall be entitled to one vote. No member whose dues have been withheld by his employer for payment to such organization pursuant to his voluntary authorization provided for in a collective bargaining agreement shall be declared ineligible to vote or be a candidate for office in such organization by reason of alleged delay or default in the payment of dues. The votes cast by members of each local labor organization shall be counted, and the results published, separately. The election officials designated in the constitution and bylaws or the secretary, if no other official is designated, shall preserve for one year the ballots and all other records pertaining to the election.

The election shall be conducted in accordance with the constitution and bylaws of such organization insofar as they are not inconsistent with the provisions of this title.

(f) When officers are chosen by a convention of delegates elected by secret ballot, the convention shall be conducted in accordance with the constitution and bylaws of the labor organization insofar as they are not inconsistent with the provisions of this title. The officials designated in the constitution and bylaws or the secretary, if no other is designated, shall preserve for one year the credentials of the delegates and all minutes and other records of the convention pertaining to the election of officers.

(g) No moneys received by any labor organization by way of dues, assessment, or similar levy, and no moneys of an employer shall be contributed or applied to promote the candidacy of any person in an election subject to the provisions of this title. Such moneys of a labor organization may be utilized for notices, factual statements of issues not involving candidates, and other expenses necessary for the holding of an election.

(h) If the Secretary, upon application of any member of a local labor organization, finds after hearing in accordance with the Administrative Procedure Act that the constitution and bylaws of such labor organization do not provide an adequate procedure for the removal of an elected officer guilty of serious misconduct, such officer may be removed, for cause shown and after notice and hearing, by the members in good standing voting in a secret ballot conducted by the officers of such labor organization in accordance with its constitution and bylaws insofar as they are not inconsistent with the provisions of this title.

(i) The Secretary shall promulgate rules and regulations prescribing minimum standards and procedures for determining the adequacy of the removal procedures to which reference is made in subsection (h).

# Key Filing Compliance Requirements For Affiliated Local Unions and Councils



Michael Coleman  
Secretary-Treasurer

On behalf of the National Union, I meet yearly with representatives from the U.S. Department of Labor's Office of Labor-Management Standards (OLMS) to discuss the annual results of the OLMS review under the Voluntary Compliance Partnership (VCP) program. The VCP is a strategic effort involving 43 international and national unions with the objective of supporting and enhancing the compliance of local union and other affiliates throughout the country. The VCP program focuses on various compliance objectives of the unions, and specifically compliance relating to timely LM-2, 3, and 4 reporting, utilization of the electronic forms system (EFS), bonding coverage and other items examined in OLMS audits. I have also been meeting with local unions to conduct financial training to share information and best practices. Below are several key components for proper filing and reference. Please do not hesitate to contact the National Office for guidance or assistance.

Your accountant can assist you in determining the amount of bonding required, and the coverage must be computed at the start of each fiscal year. Any increase in coverage must be promptly obtained.

The National Office can obtain the coverage for your local union or council through the national policy; however, each affiliate must provide the National Office with the amount of coverage needed annually. If you are not certain of the amount of bond coverage, please confirm the information with my office prior to reporting and filing your LM report.

## DOL Filing Requirements



### What Form do you file?

Depending on size of organizations receipts, there are 3 potential forms your union would be required to file. **Form LM-2** is filed if your union's total annual receipts were \$250K or more, **Form LM-3** is filed if the organization's total annual receipts were \$10K or more, but less than \$250K, and **Form LM-4** is filed if your union's total annual receipts were less than \$10K.

### When is the Form due to the DOL?

There are no extensions on the due date for either of the 3 forms listed above. The Form LM-2, LM-3 and LM-4 are all due **90 days after year end and they must be filed electronically**. Even though some paper reports were accepted last year, the DOL representatives that I met with explicitly indicated that paper reports filed will be rejected going forward and the filing will be considered delinquent until it is electronically filed.

## Fidelity Bonding Requirements

The LMRDA provides that any person who handles union funds must be bonded for at least 10% of the funds handled during the previous fiscal year up to a maximum of \$500,000.

## IRS Filing Requirements



### What Form do you file?

Depending on size of union's assets and receipts, there are 3 potential forms organizations would be required to file. **990-N (Postcard)** if your union normally has gross receipts of \$50K or less; **990-EZ** if your union has gross receipts less than \$200K and total assets at the end of the tax year less than \$500K; and the full **Form 990** which is filed if either gross receipts are greater than or equal to \$200K or total assets are greater than or equal to \$500K at the end of the tax year.

### When is the Form due to the IRS?

All forms are to be **filed electronically** and for organizations that have a calendar year end of December 31 the Form 990, 990-EZ, or 990-N is due **May 15th** (4 and ½ months after year end). Organizations can apply for an automatic six month extension which will extend the time to **November 15th** (10 and ½ months after year end). Steep monetary penalties may apply for late filers.

### Ramifications for Non-Compliance

In addition to monetary penalties, if you do not file for three consecutive years, your union's tax exemption will be automatically revoked and you will be considered a taxable entity and possibly be subject to income taxes similar to for-profit entities. To apply for reinstatement to be considered a not-for-profit, you must go through a fairly lengthy application process — so make sure to comply with the annual filing requirements.

# Success Breeds Success



Steven VanSlooten  
Executive Vice President

There is truth to the saying “success breeds success.” The UWUA is proving it every day in numerous ways: our collective bargaining agreements, the steady advancement of our membership, our Power 4 America training programs, and the growth of our UWUA Health and Welfare Fund, to name just a few.

There are no secrets to our success, and it is no accident. As a National Union we work collectively with our Locals and Joint Councils; we think outside the box, set the bar high, and work hard to reach our goals.

## A union with solutions

Take our P4A trainings. We are proud of our successes in training and our model of union members training union members. We came up with the idea for P4A because it seemed to us that when company budgets got tight, training went by the wayside and worker training is just too important for the safety and skilling of our members to let that happen.

We launched the P4A Training Trust to address the lack of ongoing training and the recruitment of the next generation of utility workers. Today, our training programs are growing and are an important part of what we bring to the table as a union.

There’s nobody better to train the people to do the work we do than us. The more we train our own, the more we are in charge of the training, the more valuable we are to our members.

We cannot underestimate the value that our training brings to our employers as well. Utilities partner with us to train their workforce, our members, because we have a proven track record of providing state of the art training at a competitive cost.

The recent Department of Labor certification of our P4A national apprenticeship program for Renewable Energy Specialist is another example of how our successes are propelling us forward.

Our National Health and Welfare Fund is another program we have developed over the last number of years that is contributing to our success. As in the P4A example, we saw

a problem and put together a plan to address it. In this case, it was the effect the rising cost of health care was having on members and the ability of employers to pay for good coverage.

The National Health and Welfare Fund provides a comprehensive package of benefits — medical, dental, eye care, life insurance, and disability coverage — to members and their families at a competitive cost to employers. In a number of cases these benefits come with no co-insurance payments for member participants.

## The importance of union membership

We are able to do this because our administrative costs are low and we spread the costs of coverage over a growing number of member participants. We are now seeing some of the rewards of administering our own

fund in contract bargaining and bringing new members into the union.

We believe that the more the union does for its members, the stronger we all become. By representing, insuring, training, and being part of everyday life — more than just work life — our members, and potential members, see the value of what their union dues buy.

By being able to provide these things, the union is more relevant and more visible. This also brings the importance of union membership home. Talk around the kitchen table about the benefits of a union introduces our children and grandchildren to the importance of union membership.

Our experience shows that when members feel represented and that there is value in what their dues are getting them, they will pay their dues, whether they are in a right-to-work state or not.

The UWUA works hard to represent you. Our goal is to ensure that your work environment provides you with a better home environment. Let’s face it, we all want to do better and we all want to succeed in achieving the American Dream.

Our successes are leading to further success in our members’ ability to achieve their dreams.

**“By representing, insuring, training, and being part of everyday life — more than just work life — our members, and potential members, see the value of what their union dues buy.”**

# The Backbone and Future of the Labor Movement Is Found On The Shop Floor



John Duffy  
National Vice President

The strength of all labor unions lies in the rank and file membership. From the day a new member walks on to the shop floor, much of what he or she experiences will determine what their future level of involvement with their union will be. As a first step, many UAW local unions hold orientation sessions, familiarizing new members with the collective bargaining agreement and their basic rights as union workers.

## Know your rights

One of the most fundamental rights that a unionized worker has is their “Weingarten Rights.” Weingarten Inc. operated a chain of food stores in which one of their retail clerks was denied union representation during an investigatory interview by the employer. Although the clerk was never disciplined, the clerk (against the request of the employer to keep quiet about the interview) later reported the denial of union representation to her shop steward. The union then filed an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB). The NLRB found that the employer had violated Section 7 of the National Labor Relations Act (NLRA) by denying union representation during an investigatory interview. The employer then appealed the Board’s decision all the way to the Supreme Court. In 1975, the court, in *NLRB v J. Weingarten Inc.*, upheld the lower court’s ruling and the NLRB’s decision that the employer had violated the NLRA.

Employers are not required to advise our members of their workplace rights. Under Weingarten, the employer has every right to bring one of our members into an investigatory interview alone, without union representation, if the member does not request representation. Members who are not aware of their rights could in fact be terminated for something that could have been avoided if they invoked their right to union representation.

That’s what makes orientation and education of our members imperative, in order for the union to be effective at the grassroots level and beyond. When union members are aware of their rights, they will no doubt have a better understanding and appreciation of their union. It’s that

understanding and appreciation that will make it likely that those members will be active in supporting their union.

It is those members that become the future shop stewards, representing members in investigatory interviews, enforcing the collective

bargaining agreement, and seeing to it that the company, while preaching safety, doesn’t abandon established safety practices for profit, or faster service restoration.

Grassroots union activism is the lifeblood of the union movement. Activism has always been important, but in today’s workplace the need is even greater with employers growing more aggressive at the bargaining table and on the shop floor. Activism and education of our members are priorities of your National Union.

## Knowledge is power

In addition to regional conferences, educational training also takes place at our Power 4 America conferences and our Constitutional Conventions. In recent years your National Union began a new labor education initiative informally known as “Mini Conferences” in order to reach deeper into the membership. These conferences are typically held on Saturdays, allowing rank and file members and shop stewards who don’t have the ability to attend our larger conferences, an opportunity to hone their skills as shop stewards, and rank and file members to further learn about their workplace rights. It’s those stewards and rank and file members who will make the difference on the shop floor, and some who, no doubt, become future union leadership.

Your National Union will accommodate the request of any local union to hold one of these very effective mini conferences. Our most recent training initiative took place in January in Scranton, PA with officers and shop stewards of our newly chartered Local 648. Those members in attendance were eager to sharpen their skills to ensure their new local will be effective in representing and bettering the lives of their members. After meeting all those new officers and stewards, I have no doubt they will be!

After all, knowledge is power!

**“The strength of all labor unions lies in the rank and file membership. From the day a new member walks on to the shop floor, much of what he or she experiences will determine what their future level of involvement with their union will be.”**





**Workers  
Memorial Day  
April 28**



**AFL-CIO**

## White House Guts Workplace Safety Reporting Rule

**D**uring the partial government shutdown, on January 25, the Trump administration repealed a rule — the Improve Tracking of Workplace Injuries and Illnesses rule — requiring large employers to electronically submit detailed reports of all workplace injuries to the Occupational Safety and Health Administration (OSHA) each year.

The administration's new reporting rule allows employers to hide workplace injuries. This will hinder the ability of worker safety advocates, including workers, their unions, state agencies and others concerned about public health, to identify, track and prevent workplace injuries.

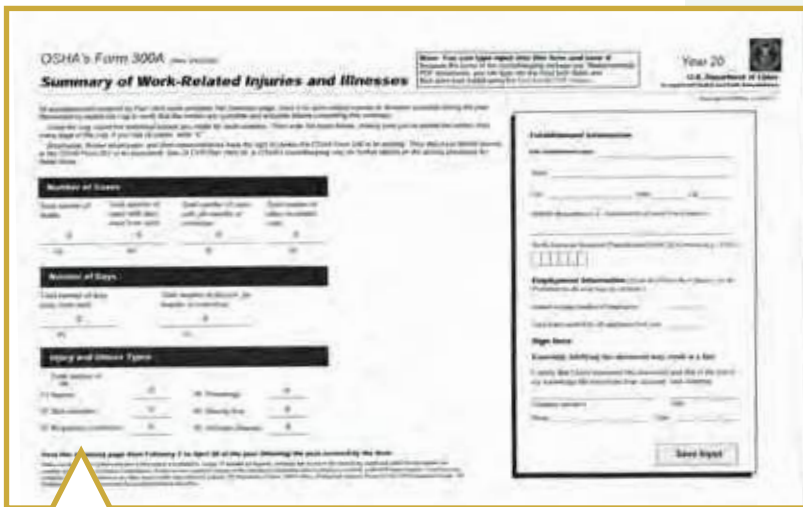
Adopted in 2016, the Improve Tracking of Workplace Injuries and Illnesses rule was an important advancement in making the workplace safer by requiring better reporting. For the first time, OSHA would receive more complete data electronically in order to track dangerous work conditions. Improved data collection is key to identifying dangerous conditions and enforcing workplace safety laws. The administration's new rule will set back efforts to improve worker safety.

AFL-CIO Director of Safety and Health Peg Seminario said the following regarding the Trump administration revoking the key workplace injury reporting requirements.

"Today, the Trump administration once again sided with corporate interests over working people by rushing forward to revoke key workplace injury reporting requirements. This rollback, which eliminates requirements for

large employers to report workplace injury data to OSHA, allows employers to hide their injury records and keep workers, the public and OSHA in the dark about dangerous conditions in American workplaces. This backward action flies in the face of recommendations from the National Academy of Sciences, Engineering and Medicine and the public health community strongly endorsing the collection and use of this injury data for prevention.

The AFL-CIO has sought to improve workplace injury reporting and data collection and use for decades and we will seek to overturn this arbitrary action through all possible means."



### REMINDER:

With the White House weakening the workplace safety reporting rule, it is more important than ever for UWUA members to be vigilant in tracking workplace injuries.

Employers must post the OSHA 300A summary of work-related injuries and illnesses by February 1 of the year following the year covered by the form and keep it posted until April 30 of that year.

As the National Safety Director, I encourage you to locate where your employer has posted the OSHA 300A notice, take a picture of it and send it to your local union so we can track workplace illnesses and injuries.

# MLK Commemoration 2019

I had the opportunity to represent the UWUA at the AFL-CIO's Dr. Martin Luther King birthday conference in Washington, DC in January. From the conference workshops and forums, featuring elected leaders who support working families and their unions, to the March on the Capitol, there was a strong sense of union solidarity.

Every workshop was informative and instructive, teaching and preparing us for the fight to come in the 2020 elections

associated pain and suffering of fellow Americans who are government workers. I am proud to be a part of the UWUA and honored to be able to stand for that which is right!

One of my favorite quotes from Dr. King states, "The ultimate measure of a man is not where he stands in moments



Nate Waters  
Chair, Human Rights Committee

**"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."**

— Dr. Martin Luther King, Jr.



Human Rights Committee Chair Nate Waters and other MLK conference participants joined with the Washington, DC Women's March to send a message to the White House regarding the government shutdown. The shutdown affects everyone!

as well as today's struggles to protect our gains and build a stronger movement for tomorrow.

I had the opportunity to march with strong union men and women from around our nation and the world, each one marching against the government shutdown and the

of comfort and convenience, but where he stands at times of challenge and controversy." Brothers and sisters, it's time to take a stand for right and prepare for the challenges to come. In the words of Dr. King, "We shall overcome."

## Meet National Staffer Valerie King *In her own words...*



Early this year I joined the National Staff full-time as an Organizer and Women's Caucus Chair. In my new role, there are a few initiatives that I would like to develop in order to increase participation and engagement of women across our locals. It's more than just forming a Women's Committee within our respective locals, outreach, community service, and branding. Internal organizing and organizing the unorganized should be our focus, as well as educating future women leaders. This is an ongoing process that should not lose momentum; growing the labor movement and creating leaders.

Organizing the unorganized is a new frontier for me, but I am up for the challenge. I strongly believe that women can be impactful in this realm. In many instances, we are organizing industry sectors that predominately employ women. When

organizers reflect the workers who are being organized, we can achieve better results. It's a WIN, WIN. It is my hope that more women within our locals will be encouraged to look for opportunities to organize internally by committing to mentor at least one woman within their local to become more involved and to explore the possibility of becoming an organizer.

Lastly, the Women's Caucus has attended many leadership development seminars, workshops, and summer school programs. As a result, we are able to include some of the lessons learned from these teachings in our work and presentations. We are working on a project that will enable women within our rank and file to re-engage, re-energize, mentor and be empowered to take on more leadership roles.

Sisters, let's empower one another to be the best that we can be! Standing together, shoulder to shoulder in our commitment to reach back to bring another sister along in the labor movement.

# Union Women Uniting America



Valerie King  
Chair, Women's Caucus

**W**omen impacting women: 2019 begins with a call to action to advocate, empower and mentor women. It is important that women seize this moment in history where women are breaking barriers and creating pathways for other women to realize they can rise higher. Building strategic alliances is important to women's economic development, economic justice, and sustainable development.

Sisters, we can take a concerted approach this year by:  
1) Adopting a community program that focuses on women's health issues, branding our locals and supporting the com-

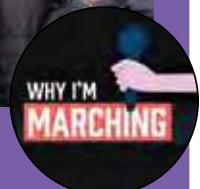
east Summer School for Women in Unions and Worker Organizations, and much more. Connecting with others at seminars/workshops broadens our learning experiences, creates networking opportunities, comradery and a stronger sisterhood; and 3) Identifying women of all ages within our locals who are strong, bold, innovators, thinkers, and who are passionate about transforming the union movement!

**“Every day, opportunities for leadership and internal organizing present themselves to us. Let's utilize those moments and make them count. Remember, if you want to go fast, go alone. If you want to go far, go together.”**



## Women's Rights are Human Rights and Human Rights are Women's Rights

UWUA members joined with the Coalition of Labor Union Women (CLUW) and many other labor groups in Women's March activities from coast-to-coast on January 19. Pictured here are Locals 1-2 and 601 at the Women's March in New York City. The women-led movement is harnessing the power of women to make positive change.



munities in which we work and live while supporting women in transition; 2) Joining and collaborating with other organizations such as AFL-CIO's CLUW (Coalition of Labor Union Women), WILD (Women in Leadership Development), Women's Global Leadership Program, or the UALE North-

Women's rights activism, education, and providing tools to develop future women leaders are our goals. My challenge sisters, is for each of you this year to commit to recruiting at least one woman to join us in our campaign to increase participation of women in our locals.



Mike Lippello

## Young Workers Initiative Committee Update

Mike Lippello, a Young Workers Initiative Committee (YWIC) member from Local 433, recently attended the 2019 Pennsylvania AFL-CIO Legislative Conference in Harrisburg, the state capital. The conference focused on pro-union activism and upcoming legislation. Panels included Common Sense Economics, Minimum Wage, Organizing Unions, and Apprenticeships.

“As a member of the Young Workers Committee, the discussion on apprenticeship programs impacted me the most,”

Lippello said. “I learned about the relevance to young workers. Apprenticeship programs offer paid, on the job training that end in little to no debt. They provide students with career enhancing experience that pertains directly to their industry.”

Unfortunately, apprenticeship programs today don't get the recognition they deserve. Lippello continued, “As a young union worker that has a four-year college degree. I can tell you from experience that apprenticeship programs are equal to or better than a college education. While serving on the Young Workers Initiative Committee I hope to introduce the importance of apprenticeship programs to all young workers.”

# President Trump and Organized Labor — Two Years of Attacks

In November 2016, Donald J. Trump was elected as the 45th President of the United States. In his campaign, Trump claimed that he was on the side of America's workers. Sadly, halfway through Trump's first term, the President has repeatedly and relentlessly attacked American workers and their Unions.

## Decisions of right wing judges will last for decades

The most blatant example of President Trump's war on workers is the lifetime appointments of Neil Gorsuch and Brett Kavanaugh to the United States Supreme Court. Both Gorsuch and Kavanaugh have a long history of anti-union decisions. Justice Gorsuch was part of the majority decision in *Janus v. AFSCME Council 31*, which ruled against public employee unions and their membership. The *Janus* decision, which reversed over 40 years of well-settled precedent, turned the entire country right-to-work for public employee unions. The *Janus* decision has negatively affected thousands of UWUA members.

As of January 2019, the President appointed 83 judges to the federal courts of appeal and district courts. There are also about 52 nominations awaiting confirmation. Almost uniformly, these lifetime judges are anti-union and anti-worker. The impact of these right wing judges will be felt for decades.

The National Labor Relations Board, the agency charged with protecting workers' rights, has three anti-union Board members appointed by the President. These right wing members have spent their careers working for union busting law firms. NLRB General Counsel Peter Robb is thought to be the most anti-union General Counsel in the history of the NLRB. General Counsel Robb has set an agenda at the NLRB which is aimed at undermining and restricting workers' rights. The NLRB is meant to act as an agency to support workers' rights to organize and to encourage collective bargaining, but its mission under the Trump Board is to do the exact opposite.

The anti-union Trump-appointed NLRB has already issued a number of decisions which hurt workers and their unions. Most recently, the Board issued a decision that misclassified a group of employees as independent contractors. The employees in this case sought to organize a union, but the Board's decision effectively stopped the organizing drive because independent contractors are not allowed to unionize. More

employers are misclassifying employees as contractors to avoid unionization and other worker protection laws like overtime pay and minimum wage.

The President is also the CEO of one of the largest workforces in the world. President Trump has repeatedly attacked federal workers. The most obvious attack is the recent shutdown which affected over 800,000 federal workers and hundreds of thousands of other federal government contractors and their employees. President Trump has also issued a number of Executive Orders that attacked the unions which represent federal workers and zeroed out a proposed 2% wage increase in 2019.

President Trump's attacks on organized labor and workers not only betray his campaign promises, but also fly in the face of America's

view of unions. A recent Gallup poll found that unions are more popular now than they have been in 15 years, with the highest Union support from young people. Even Republicans are evenly split on their support for unions.

**“So far, President Trump’s policies toward unions and their members are at odds with what most Americans view as the best way to the middle class — Join a Union.”**

## Voters support Unions

Voters are also showing that they support unions at the ballot box. In the November 2018 elections, pro-union, pro-worker candidates were elected at every level of government. Most notably, in Wisconsin, Illinois and Michigan.

For decades, union membership has fallen in the United States. At the same time, wages have stagnated and income inequality has grown. According to a 2017 study, the richest 1% of Americans own 40% of the country's wealth — the highest share since at least 1962. In 2016, CEOs for the top 350 U.S. firms were paid on average \$15.6 million, which translates to 271 times the annual average worker pay of \$58,000. Since 1978, American workers have seen an average increase in pay of 11.2%, while CEO pay increased 937%. More and more Americans see unions as the most effective way to raise wages, increase benefits and make the economic gains that are supposed to come with a growing economy. So far, President Trump's policies toward unions and their members are at odds with what most Americans view as the best way to the middle class — Join a Union.

– UWUA General Counsel David Radtke



# WHERE UNIONS MEET THE OUTDOORS!



The Union Sportsmen's Alliance (USA) unites union members who share a love of the great outdoors and a commitment to help preserve North America's outdoor heritage. USA members WORK hard and PLAY hard, and the USA serves their passion with clay shoots, dinners, a union-dedicated TV series, community-based conservation projects and many great benefits.

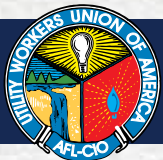
## USA MEMBERSHIP BENEFITS:

- 3 digital issues of the *Union Sportsmen's Journal*
- Free shipping at [UnionSportsmenStore.com](http://UnionSportsmenStore.com)
- 10% discount on Worldwide Trophy Adventures TAGS program
- USA member discounts on hunting and fishing trips
- Money-saving discounts on outdoor gear and services
- Chances to win prizes and trips all year
- Opportunity to participate in USA conservation projects and events
- Chance to apply to be a guest on the USA's outdoor TV series

### Additional Benefits with Upgraded Membership



**10% USA E-STORE OFF PURCHASES**



**YOU DESERVE AN OUTDOOR ORGANIZATION TO CALL YOUR OWN. ACTIVE AND RETIRED UWUA MEMBERS CAN ACTIVATE A NO-COST USA MEMBERSHIP, AS A BENEFIT PROVIDED BY THE UWUA.**

The new members-only USA store provides members with exclusive offers and incredible discounts on their favorite products from top outdoor brands. Visit [www.UnionSportsmenStore.com](http://www.UnionSportsmenStore.com) to pay less and experience more.

**JOIN TODAY. MAIL IN THE APPLICATION BELOW OR JOIN ONLINE AT: [UNIONSPOUTSMEN.ORG/JOIN](http://UNIONSPOUTSMEN.ORG/JOIN)**

Name \_\_\_\_\_ Union \_\_\_\_\_ Local # \_\_\_\_\_

Street \_\_\_\_\_ Phone# \_\_\_\_\_ Cell# \_\_\_\_\_

City \_\_\_\_\_ Email \_\_\_\_\_

State/ Province \_\_\_\_\_ Zip/Postal \_\_\_\_\_ Birthdate \_\_\_\_\_

**Complete application and mail to: Union Sportsmen's Alliance • 4800 Northfield Lane • Spring Hill, TN 37174**

## 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

Mike Acosta  
Salvatore Franzese  
Rohit Hardial  
Willie G. Lindsay  
Augustin Liquet  
Roderick Long  
Pasquale Masullo  
Sheila Medley  
Mike Ottaviano  
Howard Porter  
Rich Satterfield  
Daniel Scarpa  
Stan Taylor  
Steve Tutein  
Rosemarie Valdez  
Angelo Vann  
Donald Weidmann  
Kerry Wright

### Local 101

Michael Donahue

### Local 102-180

Rosalyn Hileman  
Jay P. Neff

### Local 102-D

Robert M. Giron

### Local 102-F

Timothy A. Hawkins

### Local 102-G

Clinton Rusilko

### Local 102-H

Larry Kelley

### Local 102-N

Roger A. Shea

### Local 104

Terry Chantiny

### Local 127

Mark Warren

### Local 144

Paul A. Brown  
Gregory L. Foor

### Local 150

David B. Campbell  
Marie A. Elder  
Charles A. Rarick  
Michael S. Saenz

### Local 164

Richard L. Goodman  
Melvin L. McCabe  
Lawrence Regina  
Richard W. Shepler

### Local 175

Steven A. Bickel  
Terry L. Clos  
Timothy R. Dickson  
David M. Hawkins  
Vonya A. Howard  
Michael L. Merrill  
Deborah L. Tesmer

### Local 223

Gregory J. Langley  
Dave Pasiak  
Joseph Vassar Jr.  
Mureen Zaidieh

### Local 254

Barry Bernstein  
Tara Meier

### Local 261

Brian King  
Bret O'Brien

### Local 270

Stephen Bunnell

### Local 347

Craig Vuillemot

### Local 365

Michael Kircheim

### Local 369

Gwendolyn Adams  
Fidell L. Alves  
Edward J. Andrews  
John T. Dart  
Cornelius B. Jackman  
Eros L. Lamb  
Vi Ke M. Lok  
Michael C. Nee  
Brian Reynolds  
Albert B. Saccoach  
Gary M. Schubert  
Denise M. Stanley  
Ngan 'Daisy' Wong

### Local 388

Jack Vargo

### Local 393

Rosemarie Brancato  
Thomas Golden  
Chris Herold  
Annmarie Knoebel  
Terri Lesser  
Frank Posillico  
John Renos  
George Valentino

### Local 398

Mona McDowell

### Local 423

James Bozarth  
Harry Hill  
Wayne Whitney

### Local 426

Michael Bennett

### Local 430

Larry J. Hood

### Local 470-1

Anthony C. Caffrey  
David Moody

### Local 478

Brian L. Bolon  
Stephen L. Lucas

### Local 522

Dave Neas  
Jerry Orrantia  
James Reidy  
Mike Sauer  
John Silva

### Local 534

Corinne Bergin  
Dominick Russo

### Local 582

Dave Newman  
Neal Tripp

### Local 590

Brian F. Ahern

### Local 18007

Richard Passarelli

# NEW ITEMS! COMING SOON!



**VISIT [UWUA.NET](http://UWUA.NET) OR  
CALL 202-899-2851**



UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
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 Washington, D.C. 20005-4107

## Do you want to receive the magazine electronically?

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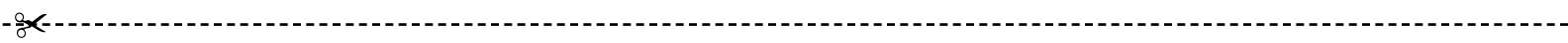
### Receiving duplicates of the UWUA magazine at the same address? Have you moved?

**Then let us know.** Please fill out and mail this information and the mailer panel above to:

*The Utility Worker*, UWUA, 1300 L Street, NW, Suite 1200, Washington, D.C. 20005

\_\_\_\_\_  
 Name Local #

\_\_\_\_\_  
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# Utility Worker Heroes Recognition Award

Utility Workers are truly first responders. In a celebration of brothers and sisters who perform heroic acts as they go about their workdays and during the conduct of union activities, a Heroes Recognition Award will be presented at the 31st UWUA Convention in July.

The 2019 Hero Recognition Form will soon be mailed to all locals with a fillable form online that can be filled out and submitted as well.



**Nominations Due April 15, 2019**