

# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIV, No. 2 April/May/June 2019

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**Our Mission**  
Protecting Our Legacy  
Building Our Future



31st Constitutional Convention, Las Vegas, NV

**Our Mission: Protecting Our Legacy, Building Our Future**

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# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIV, No. 2  
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UMAP graduation.  
Photo by Edward Fox Photography

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## Passing the torch!

*D. Michael Langford*

**T**his is my last column as the UWUA president. At our July convention I will retire and new leadership will be elected to lead our great union forward.

I'm retiring knowing that we have built a strong foundation for future generations of utility workers and developed the leadership necessary to continue our work. It's exciting for me to be able to retire knowing that the union and its members are in good hands.

### **A strong foundation**

We've been planning this succession for some time. The union is in a good place. Our contracts are second to none. Our finances are healthy. The membership is engaged and our safety and training programs are preparing members to take on the challenges ahead. I feel it's a good time to pass the torch on to the next generation.

I've been a utility worker for 41 years and I've seen a lot. In the last 10 years alone I've seen more change than in the first 30 years of my career. We've worked hard to help direct the changes and live up to our mission of growing the UWUA and creating new and better jobs in our industry.

We've done so while protecting the legacy of those who came before us who made it possible for us to enjoy a middle class life. We've put in place the foundational pieces to continue doing so into the future.

Twelve years ago when I was elected president, we did not have the Power for America Training Trust, a multiemployer plan that puts us at the table with our employers training utility workers for the work ahead. We did not have the National Health and Welfare Fund to ensure our members and their families have access to comprehensive, affordable health care. We did not have the Utility Workers Military Assistance Program, putting our veterans to work. These programs, and more, are proving their success.

We are also building on the UWUA long-standing practice of collaborating with other unions and coalitions to advance our goals. The North American Solidarity Project engages us with a number of U.S.-based unions and Unifor, Canada's largest private sector union.

Just last month, we signed an affiliation agreement with the International Brotherhood of Boilermakers that formalizes a long-time, mutually beneficial partnership between the two organizations and recognizes our shared interests in maintaining power generation facilities with multi-skilled workforces.

### **Leveraging our strengths**

The agreement is *not* a merger, only a call for the Boilermakers and UWUA to share in areas and opportunities that naturally align, such as special projects, industry programs and infrastructure, resources and other cooperative efforts.

Together we will leverage the strength of our membership to advance joint priorities including carbon capture technology, workforce development, labor law reform, and infrastructure upgrades. Additionally, this agreement supports UWUA's efforts to expand the safety and skills training options available to members by utilizing the Boilermakers' extensive network of training facilities.

These projects, programs and affiliations give me the confidence to retire knowing that I have done all I could to build this union and put it in the hands of new leadership to continue the work.

There is a lot of work to do and I will be there with you. I want you to know how much I appreciate you allowing me to be the president of the Utility Workers Union of America.

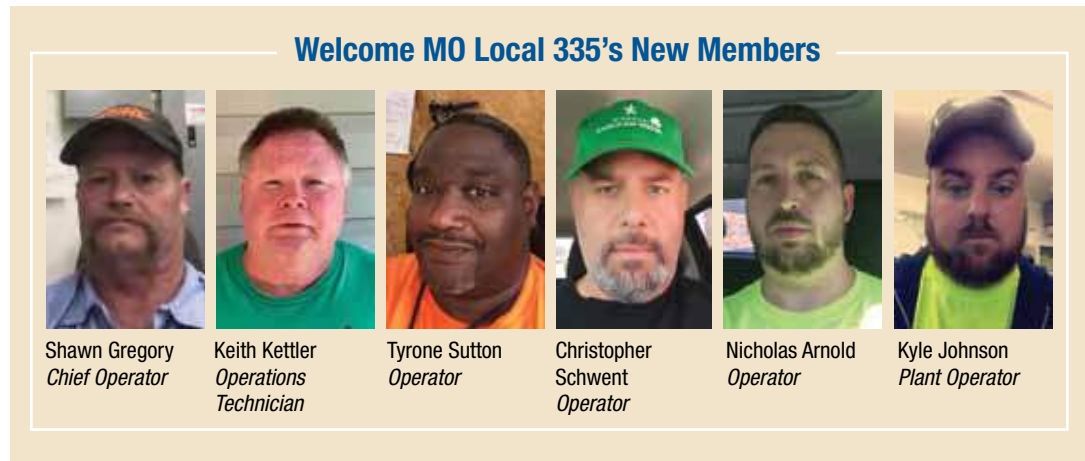
Thank you!

**“I'm retiring knowing that we have built a strong foundation for future generations of utility workers and developed the leadership necessary to continue our work.”**

## Organizing Victories Mount in Water Utilities

The UWUA Organizing Department is successfully expanding its efforts to bring new members into the ranks of the UWUA through organizing campaigns, neutrality/card check agreements, internal organizing drives, and other innovative campaign strategies.

Water and wastewater workers are proving to be an important area of growth for the union. In addition to the 30-plus members who just celebrated their first contract victory in Belmont, OH, American Water's wastewater



workers in Arnold, MO voted to join the UWUA on May 13. They will be come part of St. Louis, MO Local 335.

“We are on a roll here,” says Local 335 President Allan Bathon. “When water

workers know what we've been able to achieve through collective bargaining, they want to join the union.”

## Inaugural Contract for Belmont County Water and Sewer Delivers New Benefits

Workers at the Belmont County Water and Sewer District in Ohio recently signed their first contract, securing new benefits, including guaranteed raises, a grievance procedure, on-call pay, and more.

Although the County resisted every step of the way, the workers persevered.

Because the new members are public sector workers, the County was able to drag out the process for almost two years, eventually taking their case to a fact-finder who decided in favor of the union.

In the end, “We got a lot of things straightened out that needed to get straightened out,” says Steward Mike Reed who was also on the Negotiating Committee.

“One of the biggest things we got was on-call pay,” he explains. “For example,

**“Before the union, if you challenged something it was either ‘you can go home, leave, or abide by our rules.’ Not any more. To be able to go in there and file a grievance really means something.”**

— Steward Mike Reed, Local 492

before, when you took a truck home, you had to respond in a half-hour to get to the job site if something happened. We weren't getting paid for that. You would miss family events, your kids' games. Now the guys are getting paid for being on-call.”

Belmont County workers are now part of Local 492, which also represents American Electric Power workers at the nearby Mitchell Plant.

The three-year contract includes guaranteed raises. “We hadn't had a true raise in four years and that was the second time that happened,” Reed says. “We now have something set in stone to guarantee that we are going to get raises.”

They also won a grievance procedure for the first time. “This is very important because management here never had to deal with the process like that before. Now we are able to chal-

lenge managers. Before the union, if you challenged something it was either ‘you can go home, leave, or abide by our rules.’ Management was making rules on the fly and could do whatever they wanted to. Not any more. Now there's a set of rules that management has to abide by. To be able to go in there and file a grievance really means something,” he says.

# Local 604 Lakeland Electric Workers Making Gains

After over two years of negotiations, UWUA Local 604 members in Lakeland, FL have a new three-year contract. It's proof that Utility Workers never give up!

Retroactive to 2017, when the last contract expired, the new agreement includes annual and merit-based raises and, very importantly, it dramatically cuts the time it takes for a union member to reach top pay grade. There are some 300 Lakeland Electric workers covered by the contract.

Previously it took electrical workers 16-20 years to get paid the top salary for their position. The new contract dramatically cuts that time to top out at either four or eight years.

While pleased with the gains his members made, Local 604 President Mike Stewart says it took way too long because of the way Florida law governs municipal contracts.

"We need to get the state law changed," he says, explaining, "Because we are municipally owned, when we reach impasse with our employer, the state Public Employee Relations Commission assigns a special magistrate to hear the case. Unfortunately, the magis-



Lakeland, FL's Tribute to Linemen sculpture recognizes utility linemen as first-responders and heroes during times of disasters. The sculpture was installed last year. A plaque recognizing all those who contributed to making it possible will be unveiled in June.

trate's decision is not binding. We need to change that."

When city management did not accept the magistrate's findings that favored the union, the local had to go back to the bargaining table. Eventually Stewart and his team were able to extract a favorable contract that was unanimously approved by the city's commissioners.

Stewart believes, "The magistrate's decision should be binding, just like it is when an arbitrator decides a grievance. We need to elect people at the state level who will get that done."

Local 604 also represents Lakeland Water workers, who are in the process of negotiating a new agreement with the city.

## The UWUA is Organizing Energy/Pipeline Inspectors

Do you know any pipeline inspectors? If so, let the Organizing Department know. The UWUA created Energy/Pipeline Inspectors United to give the hard working men and women who serve as inspectors their own voice within the UWUA. By representing energy and pipeline inspectors as members, UWUA has become an expert on the unique concerns of these professionals and the essential service they provide in the energy and utility industries. For more information call 888-843-8982 or email [organize@uwua.net](mailto:organize@uwua.net). You can also visit: <https://www.energypipelineinspectorsunited.org>



***“Our Mission: ‘Protecting Our Legacy, Building Our Future’ is the theme of our 31st Convention. How important are these goals to you?”***



**John Poroda**

Secretary Treasurer  
Local 102

“The reason I feel strongly about the mission statement is because of the aging workforce that we have. It’s time we got the young people involved so they can see what’s important, what’s good about the union.”



**Chauffe Schirmer**

Financial Secretary  
Local 127

“If you think about all of the benefits and all of the protections that workers have fought for through our history, if we aren’t protecting the ability of everyone to go home safe to their families every single day, then it doesn’t matter the hours we work or the conditions we work in, if it is not done safely then it doesn’t matter.”



**Vincent Vales**

Local 1-2

“We should get our youth involved. Let them know what we’ve learned so they can build on it for the future.”



**Lou DeGonsaque**

Vice President  
Local 393

“To build upon our union brothers and sisters from the past who improved our job conditions. We are here to build upon what they accomplished.”



**Brian Hannon**

Local 369

“Protecting our legacy is huge. It’s very important for the transfer of knowledge for the newer members coming in. They will have a standard operating procedure to work with and then can work on their own legacy to leave for others.”



**Leroy Huckelberry**

Local 223

“Our future is the people who are coming behind us. My job is to make sure the new union members know that all the benefits we have were not gifted to us. The biggest thing to me is to help them understand that people died to get the contracts that we have today.”



**Jim Davis**

Local G-555

“We are first responders. We are the first to emergencies, protecting the public, keeping things safe. We protect our legacy by relaying to all new employees the importance of making sure they are properly trained to do their jobs safely so they can go home to their families at night.”



**Mercurio Moore**

Local 132

“Our legacy started way before me with all of the people who put in the time and effort to make sure all of our members are safe. I want to instill this in our new employees. There are a lot new people who are in the union and I would like to instill in them the importance of keeping a safety culture.”



**Cliff Deem**

Local 425

“We are protecting our legacy by training our members in the safety practices that the UWUA fought tooth and nail for. Our future depends on incoming union members getting involved with the safety culture and carrying on the legacy of those who laid the groundwork by striving for minimal or zero reportable work injuries.”



**Will Breton**

Local 257

“We need to train and transfer knowledge to the younger people who are coming into our union. Communicate to them what we went through in the past so they don't have to redo what earlier utility workers worked so hard for to get where we are today.”

# Local 223 Safety Director Todd Burger Champions Injury Prevention, Member Safety

**“Todd isn’t afraid to get in a member’s or management’s face when he sees something that threatens safety. In the military he was trained to stand up for what he believes is right. He brings that same approach to this role.”**

— Jim Finch, Local 223 safety director



Todd Burger (right) and Local 223 Field Safety Specialist Roger Righetti (left) shown with a Mobilized Rescue System or trauma kit that provides immediate, on-site aid in case of an incident.

According to the Bureau of Labor Statistics, nearly 3.5 million people suffered work-related injuries and 5,147 lost their lives on the job in 2017. That means on average, 14 individuals per day go to work and don’t return home to their families. While the toll of workplace injuries remains high across the country, individuals such as Local 223 Safety Director Todd Burger are tirelessly working to bring awareness and joint responsibility for safety within the utility industry.

As one of three full-time safety directors working at DTE Energy, Burger advocates for bringing improved in-

formation sharing procedures, first aid supplies, protective gear and industry standards that prevent devastating workplace injuries and help provide life-saving care in the seconds and minutes after an incident takes place.

For example, he successfully pushed to bring critical safety equipment to DTE facilities including trauma kits called Mobilized Rescue Systems. The supplies included in the kits offer a high level of care in case of an accident including tourniquets, gloves, EMT shears and blood-clotting medicine. These invaluable supplies can buy time while an ambulance arrives. Local 223 safety

specialists were also instrumental in getting Automated External Defibrillators (AED) on over 250 of DTE’s field trucks where electrical shock is an ever-present risk.

“Todd isn’t afraid to get in a member’s or management’s face when he sees something that threatens safety,” said Jim Finch, Local 223 safety director. “In the military he was trained to stand up for what he believes is right. He brings that same approach to this role.”

According to Burger, the military gave him a unique set of leadership skills most people don’t have — skills that translate well to working in the utility industry.

Four years as an infantryman in the Marines taught Burger the problem-solving, persuasiveness and leadership skills he uses every day to talk to management and members about safety procedures. He passionately values safety. Across careers in the military, construction and utility industries Burger understands what kinds of accidents happen when organizations don’t value safety.

“The construction industry is riddled with injuries,” said Burger. “Pretty often I saw people cut themselves or lose their footing on ladders. There weren’t any

## Tips for starting or growing your own safety program:

- 1 Start a joint safety committee at your local
- 2 Nominate a joint safety committee leader
- 3 Advocate the importance of the committee with employer supervisors
- 4 Negotiate contract language acknowledging joint safety responsibility
- 5 Create a full-time safety specialist position



For more information about how to form a safety committee at your local reach out to John “Scotty” MacNeill, UWUA National Safety Director at [john.macneill@uwua.net](mailto:john.macneill@uwua.net).



# Erin Bzymek Joins the National Union as Communications Director

The UWUA's National Officers are pleased to introduce Erin Bzymek, the union's new communications director. Bzymek brings over a decade of experience advocating for working families spanning progressive political campaigns, several stints working on Capitol Hill, and work in the non-profit sector.

"Erin steps into this role at an exciting time for the union and I look forward to having her onboard to promote the great work our members are doing within the utility sectors and beyond to a broader audience," said National President Mike Langford. "She brings a unique cross-industry background that will help us elevate our national profile."

In this position, Bzymek will shape a communications and digital strategy, showcasing UWUA's national profile as the leading union representing workers across the utilities sector. She brings over 13 years of diverse experience leading and executing communications campaigns including earned media, issues management, and developing and implementing national



**"I look forward to taking on the challenge of defending worker rights, creating and retaining family-supporting jobs, and empowering our members."**

— UWUA Communications Director Erin Bzymek

media strategies infused with an understanding of labor issues from her time at the BlueGreen Alliance.

Bzymek joins UWUA from MWWPR, a leading independent PR agency where

she worked with clients including S&P 500 companies, national and international business leaders and leading industry associations, working to elevate their national media profiles and guide messaging strategy.

"The mission of the labor movement and specifically the Utility Workers has never been more important," said Bzymek. "I look forward to taking on the challenge of defending worker rights, creating and retaining family-supporting jobs, and empowering our members."

Previously, she was senior press secretary for the BlueGreen Alliance, a national partnership of America's largest labor unions and environmental organizations. On Capitol Hill she worked for senior members of Congress including Rep. Frank Pallone Jr. (NJ) as deputy press secretary and the late Rep. John Dingell (MI) at the Energy and Commerce Committee. She also worked for President Barack Obama's 2008 presidential campaign and for the Minnesota Democratic-Farmer-Labor (DFL) Party.

OSHA rules, none of these companies are unionized and there certainly wasn't a safety and health program to help individuals be pro-active about accident prevention."

According to Burger, once he became part of a union and a company that wanted to put safety front and center, he knew he was in the right place.

According to Leroy Huckleberry, Local 223 safety director, members love to know they have an ear in the room with management who influences the decision-making process and understands their safety concerns.

After leaving the U.S. Marine Corp.,

Burger worked various construction jobs and sought to get out of the industry around the time the housing market crashed in the early 2000s. In 2002, he joined DTE Energy as a power plant operator at the Monroe Power Plant, the fifth largest plant in the country. Just a few years later in 2008, UWUA and DTE Energy were building a joint safety and health process and agreed to hire full-time tradespeople as safety officers. Burger was nominated and has worked in that position every since.

As a member of the National Safety Council (NSC) — an organization dedicated to eliminating preventable

deaths through leadership, education and advocacy — Burger receives ongoing safety training he shares with other members on a regular basis. According to Burger's colleagues Jim Finch and Leroy Huckleberry, in Burger members have a trusted advisor and safety advocate they can bring concerns to with anonymity and without concern about reciprocity.

"The military ingrained in me the importance of safety equipment such as personal protection equipment and procedures that protect people from getting injured," said Burger. "I'm proud to bring that experience to the members of Local 223."

# Veterans Training Program Celebrates 500th Graduate!



**UMAP, a successful public-private partnership.** Bottom row, left to right: LTC Donya Mosley, U.S. Army Soldier for Life; Pat Dillion, president Michigan State Council Utility Workers Council; John Duffy, UWUA national vice president; Rick Passarelli, UWUA director of veterans affairs; U.S. Army Command Sgt. Maj. Sheryl D. Lyon; Fred Drummond, deputy assistant secretary of defense for force education and training; John Kamin, assistant director American Legion veterans employment and education. Top row, left to right: Michael Yauger, national director TMAP; John Schwan, chairman Chicago armed forces; MTV Boris Kun (Ret)

program manager under secretary of defense; Colonel Prescott Farris, national director U.S. Army Soldier For Life; Jon Harmon, executive director P4A; James Slevin, president Local 1-2; Medal of Honor recipient Allen J. Lynch; Tim Jaroch, president Local 18007; Colonel Sam Whitehurst (Ret), vice president Dixon Center for Veterans and Military Services; Charles Matthews, president Peoples Gas and North Shore Gas; Juan Salgado, chancellor City Colleges of Chicago; Leon Magnum, director, Allen J. Lynch Veterans Assistance Program; William Attig, director AFL-CIO Union Veterans Council. (Edward Fox Photography)

The UWUA's Utility Workers Military Assistance Program (UMAP) recently hosted a celebration at the Pritzker Military Library and Museum to honor the 500th veteran to graduate from the Gas Utility Workers Training Program.

The UWUA established UMAP in Chicago with Local 18007, the UWUA Power for America Trust, and Peoples Gas after identifying a critical need to put veterans who had honorably served their country into skilled careers.

The Peoples Gas System Modernization Program (SMP), focused on upgrading over 2,000 miles of aging natural gas infrastructure within the city of Chicago, created the jobs that made the program possible.

During the seven-month "training-to-

placement" program, veterans develop the technical skills needed to work in Illinois' natural gas industry through in-the-field training and classroom instruction administered by City Colleges of Chicago's Kennedy-King College Dawson Technical Institute.

Participants who complete the program earn 52 units of college credit toward their associate degree and go on to earn full-time technical positions at Peoples Gas. To date, the company has hired 401 veterans from the program.

Richard Passarelli, a Navy veteran and former Local 18007 Business Manager now serves as the national director of veterans affairs for UWUA, founded UMAP in 2011.

"The program is a clear opportunity to leverage our mutual needs to better

the lives of our veterans and improve our talent pipeline. I could not be more proud of where we stand today — seven years later — with our 500th graduate of the 20th cohort," Passarelli said.

During the celebration, veterans like Andy Cancel, an Army reservist who left Puerto Rico after Hurricane Maria, reflected on how the program had impacted them.

"UMAP really reshaped my life; without it I would not have survived that very tragic time," Cancel said. "I am grateful to all of the instructors and those who helped me along the way for their support. This extraordinary partnership between Local 18007, Peoples Gas and so many others that I met along the way has saved me and my family."

# Our Mission:

**H**undreds of UWUA Delegates and Alternate Delegates who represent the entire membership will come together July 24-27 for the 31st Constitutional Convention.

Under the banner of “Our Mission: Protecting Our Legacy, Building Our Future” they will chart a course for the union to follow for the next four years.

The convention proceedings are not to be taken lightly. With the retirement of UWUA President Mike Langford and Executive Vice President Steven VanSlooten, delegates will elect new leadership for the National Union. This, and other decisions taken, will impact each and every member, their families, and the communities they serve well into the future.

## Labor under attack

At no other time in the union’s 75-year history have UWUA members, and working people throughout the country, faced such an attack on their rights and their well being as they do today. The Department of Labor, the National Labor Relations Board, the Occupational Safety and Health Administration, and other federal agencies that govern 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.

Corporations, and those who do their bidding, are relentlessly attacking working people, destroying the middle class that built this great nation. Unions are

the only institution standing between total control of the country by the wealthy and privileged and the upholding of the U.S. democracy.

With this in mind, the convention



**Our Mission**  
Protecting Our Legacy  
Building Our Future

31st Constitutional Convention, Las Vegas, NV

**“We are dedicated to improving the lives of our members and their families and to enhancing the quality of life in our communities.”**

theme was chosen carefully and purposefully to act as a guide for the difficult work ahead. The utility workers who formed the union in 1945 knew clearly what they wanted the mission of the union to be. Fortunately for utility workers today, their clarity of purpose is as relevant now as it was then.

The mission, as written by those whose blood, sweat and tears built the UWUA, is embedded in the preamble of the UWUA Constitution. It reads:

“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.”

Utility Workers have a strong sense of history. They honor the words and deeds of those who came before them and use them to guide their path into the future.

“Our Mission: Protecting Our Legacy, Building Our Future.” will focus the National Union’s work going forward.

## Fighting back

Coming together at July’s historic convention couldn’t happen at a more important moment. This is a pivotal time for working people, the union, and the nation. Utility Workers are on the front lines of a rapidly changing world.

UWUA members are the best trained, highest skilled, safest, most productive workers in the world. Keeping the lights on, the water flowing, and the gas burning, providing life’s necessities and making the American Dream a reality for members, their families, and the public.

By protecting the legacy of the Utility Workers of the past, the National Union will successfully build a future that will benefit everyone.

# Protecting Our Legacy

Wherever they may fall on the spectrum, politicians unfortunately tend to approach climate change as a political issue rather than in a logical, technical manner. This limits policy solutions to short-sighted, ideologically-driven approaches. Overlooking climate proposals that consider all options available to reduce CO2 emissions only results in inadequate national energy policy.

## Making energy jobs sustainable

For this reason, the UWUA is proud to be part of a recent centrist effort to take a technology-neutral, science-driven approach to lowering emissions via legislation introduced recently by Senator Tina Smith (D-MN) and Congressman Ben Ray Lujan (D-NM). The bill, titled the Clean Energy Standard Act of 2019, circumvents the politics around which technology should play the greatest role, and instead focuses on acknowledging a role for all power generation sources.

By adopting a national clean energy standard that is achievable using a variety of technologies, this bill adopts a net zero emissions philosophy calculated to protect the legacy of utility workers by preserving existing jobs and ensuring that future energy jobs are sustainable over the long term. This acknowledges that carbon emissions

will continue to happen, but that carbon removal technology can and will compensate for them, creating space for both existing and future generation facilities.



UWUA President Mike Langford and Local 127 Financial Secretary Chauve Schirmer at the Carbon Capture Pathways to Clean Energy Conference in Jackson Hole, WY in May. The union is an active member of the Carbon Capture Coalition supporting commercial adoption of carbon capture technology.

**Utility workers are accustomed to solving problems every day in a 'hands on' manner, and know that the path toward protecting the UWUA legacy for the future lies in practical science, not politics.**

Equally as important, this approach rejects the zero-sum thinking inherent in imagining a world without carbon emissions at all. Human civilization is deeply complex and will always have a carbon cost, no matter our best intentions.

Carbon capture technology could broadly decarbonize much of the exist-

ing power generation fleet including both natural gas and coal-fired plants as well as heavy industries such as steel, cement, and ethanol manufacturing. In fact, the U.S. is already at the forefront of developing carbon capture and storage systems, with 16 of the 22 largest commercial projects built over the past half century.

## Carbon capture is a 'must have'

Beyond this, according to the science, attempting to keep global warming in check without robust, global use of carbon capture systems would increase overall global by nearly 140% according to the Intergovernmental Panel on Climate Change (IPCC). It's not a 'nice to have' it is a 'must have' if we want to win this fight.

Utility workers are accustomed to solving problems every day in a 'hands on' manner, and know that the path toward protecting the UWUA legacy for the future lies in practical science, not politics. Achieving net zero emissions avoids the zero-sum thinking that has guided climate policy to this point and can bring scientific solutions to a scientific problem.

Overlooking the arsenal of climate action tools already within our reach would be as damaging as not doing anything at all.

# Building Our Future



Over the last decade, the UWUA has put in place the building blocks to ensure success going forward. The creation of the Power for America Training Trust (P4A) and the National Health and Welfare Fund are

ermakers) that calls for the two unions to join together for mutually beneficial strategies that leverage both organizations' strengths.

While the affiliation agreement is not a merger of the two unions, it calls for

Energy Association's (AWEA) annual conference. AWEA is the national trade association for the U.S. wind industry.

Wind generation and other renewable energy sources are taking off and the UWUA's P4A has developed a Depart-



Suffolk County, NY is central to planning for the offshore wind industry, which recently announced a \$10 million investment in a National Workforce Training Center there. Pictured here are industry executives and labor leaders, including Local 1-2 President James Slevin, third from the left.



The UWUA met with lawmakers and their staff at the American Wind Energy Association's annual advocacy day on Capitol Hill. From left to right: Scott Viviana, vice president Ventower Industry; Renewable Energy Specialists Matt Thompson, Local 124, and Kris Chard, Local 104; Congressman Andy Levin (D-MI-09); Tom Cole, senior vice president MSUWC; and Adam Stern, AWEA Research and Analytics Manager.

proven successes, providing training and benefits at a national level never seen before.

The national committees — Human Rights, Young Workers, Women's, and Safety — are working together to protect and strengthen current members and bring the benefits of UWUA membership to unorganized utility workers.

The addition of Directors of Government Affairs and Communications expands the union's ability to protect jobs and communicate effectively with members and the public.

In addition, the UWUA continues to build relationships with other unions and union-supported organizations that share members' values and goals.

To top it all off, in May, the UWUA signed a strategic affiliation agreement with the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers (Boil-

**“We have the membership, the leadership, and the tools we need and are building our future.”**

— UWUA President Mike Langford

the UWUA and the Boilermakers to share in areas and opportunities that naturally align, such as special projects, industry programs and infrastructure, resources and other cooperative efforts.

This historic action positions both unions to better defend the jobs of current members and take advantage of synergies to ensure those created in the fast-changing utility industries are good union jobs.

Along those lines, earlier this year, UWUA National and local representatives from four states — Massachusetts, Michigan, New Jersey, and New York — participated in the American Wind

ment of Labor registered apprenticeship to train members to become renewable specialists. This first of its kind training program puts the union at the forefront of training, operating, and maintaining wind turbines,

solar farms, and battery storage units.

And when it comes to offshore wind, the UWUA is there as well, working with industry, government and affected communities to ensure that jobs created in this industry are good union jobs.

“All of our planning and work over the last number of years is paying off,” says UWUA President Mike Langford. “I feel the union is in a great position to benefit from the major changes taking place in our industries. We have the membership, the leadership, and the tools we need and are building our future.”

# SECRETARY-TREASURER'S REPORT

## Utility Workers Union of America, AFL-CIO

### Statements of Financial Position\*

December 31, 2018

ASSETS	
Current assets	
Cash and cash equivalents	\$ 3,485,251
Accrued interest receivable	\$ 5,834
Per capita dues receivable	\$ 1,669,459
Accounts receivable	\$ 26,369
Receivable from locals for bond premiums	\$ 5,393
Prepaid expenses	\$ 181,456
Total current assets	\$ 5,373,762
Investments	\$ 13,123,413
Furniture and equipment	\$ 95,097
<b>Total assets</b>	<b>\$ 18,592,272</b>
LIABILITIES AND NET ASSETS	
Current liabilities	
Accounts payable and accrued expenses	\$ 399,722
Due to broker	\$ 1,244
Deferred per capita dues	\$ 11,801
Total current liabilities	\$ 412,767
Long-term liabilities	
Accrued postemployment benefits cost	\$ 1,481,266
Deferred rent	\$ 118,478
Deferred compensation liability	\$ 703,984
Total long-term liabilities	\$ 2,303,728
Total liabilities	\$ 2,716,495
Net assets	
Without donor restrictions	\$ 15,660,421
With donor restrictions	\$ 215,356
Total net assets	\$ 15,875,777
<b>Total liabilities and net assets</b>	<b>\$ 18,592,272</b>

### Statements of Activities\*

December 31, 2018

REVENUE	Without Donor Restrictions	With Donor Restrictions	Total
Per capita dues	\$ 12,676,577	\$ -	\$ 12,676,577
Initiation and charter fees	\$ 45,264	\$ -	\$ 45,264
Interest and dividends - net of investment expenses	\$ 280,385	\$ -	\$ 280,385
Net appreciation (depreciation) fair value of investments	\$ (712,273)	\$ -	\$ (712,273)
Contributions	\$ 2,000	\$ 127,141	\$ 129,141
Royalties	\$ 94,269	\$ -	\$ 94,269
Other	\$ 65,755	\$ -	\$ 65,755
Net assets released from purpose restrictions	\$ 187,229	\$ (187,229)	\$ -
<b>Total revenue</b>	<b>\$ 12,639,206</b>	<b>\$ (60,088)</b>	<b>\$ 12,579,118</b>
EXPENSES	\$ 11,295,002	\$ -	\$ 11,295,002
Change in net assets	\$ 1,344,204	\$ (60,088)	\$ 1,284,116
NET ASSETS			
Beginning of year	\$ 14,316,217	\$ 275,444	\$ 14,591,661
End of year	\$ 15,660,421	\$ 215,356	\$ 15,875,777

### Schedule of Changes in Net Assets by Fund\*

December 31, 2018

	General Fund	Special Defense and Organizing Fund	Convention Fund	Health & Post Retirement Benefits Fund	Political Legislative Education Fund	COPE Fund	Total
Beginning balance 1/1/18	\$ 7,855,855	\$ 4,765,587	\$ 1,375,345	\$ 294,840	\$ 24,590	\$ 275,444	\$ 14,591,661
Fund transfers	\$ (1,000,000)	\$ -	\$ -	\$ 1,000,000	\$ -	\$ -	\$ -
Excess (deficiency) of revenue over expenses	\$ 2,009,388	\$ (153,216)	\$ (48,711)	\$ (445,255)	\$ (18,002)	\$ (60,088)	\$ 1,284,116
Ending balance 12/31/18	\$ 8,865,243	\$ 4,612,371	\$ 1,326,634	\$ 849,585	\$ 6,588	\$ 215,356	\$ 15,875,777

\*As audited by Calibre CPA Group, PLLC and reviewed and approved by the UWUA National Executive Board.



Michael Coleman  
Secretary-Treasurer

### Statements of Functional Expenses\*

December 31, 2018

Salaries	\$ 3,966,827
Lost time payments	\$ 88,986
Payroll taxes	\$ 285,728
Pension	\$ 1,106,166
Health and welfare benefits	\$ 703,456
Postretirement benefits	\$ 394,761
Transportation	\$ 464,387
Executive Board expenses and allowances	\$ 392,012
Office rent and services	\$ 173,711
Supplies and materials	\$ 130,790
Postage and delivery	\$ 25,122
Telephone	\$ 149,606
Insurance	\$ 112,191
<i>The Utility Worker</i>	\$ 253,775
Professional services	\$ 1,157,812
Dues and subscriptions	\$ 80,118
Scholarships	\$ 11,680
Contributions	\$ 44,236
COPE Fund contributions	\$ 187,229
Affiliation fees	\$ 438,504
Training	\$ -
Conferences and meetings	\$ 421,920
Organizing campaigns	\$ 4,500
Political education	\$ 20,000
Depreciation and amortization	\$ 45,762
Other	\$ 100,883
	\$ 11,295,002

# Thank you for the opportunity to serve you



Steven VanSlooten  
Executive Vice President

**A**s you read this, I am preparing for retirement. After 38 years as a UWUA member, I believe it's time to pass the reins on to the next generation of leaders.

Those of you who know me, know that I'm a man of few words and I don't like to blow my own horn. I'll let the record of my achievements speak for itself.

There are a few things I would like you to know about me, why I got involved in the union and how I truly feel about the UWUA.

I'm a millwright by trade. I was hired by Consumers Energy at the Campbell generating complex in West Olive, Michigan, Consumers' largest coal plant.

## The transforming power of unions

What made me become involved as more than an interested rank-and-file union member was, back in the early 80's I would go to union meetings regularly. One time when I missed a meeting, I asked my steward the next morning what went on at the meeting the night before. His response was, "If you needed to know I'd tell you," and then he just walked away. I didn't think that was the right way to represent or treat fellow members. I thought, as a steward, or any officer for that matter, you had to be respectful of the people you were representing, let them know what was going on, and include them in things that affected them at work. So I decided to run for steward, and won.

The UWUA has meant many things to me over the last 38 years. I can't describe them all. Having a union job has provided stability for me and my family, without having to worry about where my next paycheck was coming from. I knew what my wages were and what my opportunities would be. Whenever I needed something, the union was there. The security of knowing that there was an organization that had my back was important.

I have been transformed, and I have seen others transformed, by union membership. I see that in the eyes of new

members who have never been in a union workplace before. When they realize for the first time that they have a voice, a right to speak up, a right to ask questions, a right to seek justice if they think they've been wronged, they feel like they have a whole new lease on life.

## Getting our fair share

Of the many things I enjoyed about being a union officer, I enjoyed the relationships I made and the challenges of contract negotiations the most. I've been involved in a lot

of contract negotiations over the years and I find it very rewarding. To try to preserve what those who came before us fought for, to expand and improve the contracts as the work evolved was a challenge that I enjoyed.

Utilities are regulated monopolies. As long as our members received their share of what the company received out of a rate case I didn't worry about what the company was making. I never wanted to go to a rate case to bankrupt the company because I believe that for the members and the union to prosper the company has to prosper and vice versa. I used whatever leverage I could to make sure our members got their fair share of what our com-

panies received in rate cases.

I will always be proud to be able to say that from my first job out of high school until the day I retired, I was a union member. For 38 years I have never had to worry about being able to speak up if I thought something was right or wrong. I'm very proud to be union!

It's been a real honor and a privilege to serve the membership of this great union. At the end of the day, I hope I've made a difference in making our members' lives better. That's what it's all about and that's how I really feel.

Thank you for giving me the opportunity to serve you.

**"I will always be proud to be able to say that from my first job out of high school until the day I retired, I was a union member. For 38 years I have never had to worry about being able to speak up if I thought something was right or wrong. I'm very proud to be union!"**

# 31st UWUA Constitutional Convention = Union Solidarity



John Duffy  
National Vice President

This year we will once again come together as members of a strong and vibrant National Union at our 31st Convention. It has now been 73 years since our first convention back in 1946. While the world has changed much since that time, one thing has remained a constant — the importance of solidarity amongst the membership.

Over all those years, advances made in wages, benefits and safety didn't come easy. Many labor disputes in the form of strikes and lockouts are all a part of our history that kept the livelihoods of our members on a progressive path.

Today, that solidarity continues with our members coming together at meetings on the shop floor, general membership meetings, UWUA training sessions, Regional Conferences and Power for America conferences. And naturally, the biggest display of our solidarity takes place at our Constitutional Conventions.

## Solidarity makes us strong

Our conventions are an opportunity for members from our local unions across the country to meet under one roof, take a look back at the past four years, and chart a path for the future. The struggle to maintain and improve the livelihoods of our members is ever constant. But it is union solidarity that is fundamental to our successfully facing all challenges today and in the future.

The last thing unscrupulous employers want to see is union members standing strong together. That solidarity, or lack thereof, affects everything in the workplace, from a safe work environment, to effective contract negotiations and enforcement.

Employers will always try to take advantage of a divided membership, especially during contract negotiations. However, member solidarity will always put union negotiators in a strong position at the bargaining table. A good example of that is the national benefits bargaining with American Water. That national benefits agreement covers thousands of union workers throughout American Water. The vast majority of those workers are members of the Utility Workers Union. The remaining members are in local unions affiliated with the following national unions: United Steel Workers, International

Brotherhood of Electrical Workers, Chemical Workers Council of UFCW, United Association of Plumbers and Pipefitters, Teamsters, Laborers International Union, Service Employees International Union, and the International Union of Operating Engineers.

All contract negotiations are a serious and often contentious process. But negotiations for the National Benefits Agreement

with American Water are much more complicated with so many separate locals affiliated with nine different national unions. In this setting, there can be many different concerns and priorities with members from coast-to-coast. And giving everyone the assurance that, while every single concern may not be resolved to a degree that is wanted, the overall agreement will be one that provides good benefits for all members covered under the agreement.

In 2018, UWUA Senior National Representatives Shawn Garvey and Jim Gennett led those benefits negotiations. In June of that year, a tentative agree-

ment was reached on a new benefits package. That agreement was later ratified by the membership by an 83% margin.

## No power is greater than collective action

The unity displayed during national benefits bargaining with American Water is a perfect example of solidarity at its best. All of the local unions that participated in that bargaining understood the importance of union solidarity. There were no inflated egos in the room to weaken our stance at the bargaining table.

And so too, are our Constitutional Conventions a perfect example of union solidarity. With our local unions gathering from all over the country pledging support for one another, and following through on that support, provides us with the collective strength that makes us the strong and vibrant union that we are.

*“There is no power in the world that can stop the forward march of free men and women when they are joined in the solidarity of human brotherhood.”*

— Walter Reuther

**Our conventions are an opportunity for members from our local unions across the country to meet under one roof, take a look back at the past four years, and chart a path for the future.**





The UWUA National Safety Committee is now in place. There are 17 committee members covering all five UWUA Regions with safety representatives from each region for the electric, gas and water industries.

**Mission Statement:**

The UWUA Health and Safety Committee is a resource for local advocates fighting for a hazard free and healthy workplace environment. We are dedicated to reducing injuries, accidents, and unhealthy environmental exposures. We will fight to ensure compliance with health and safety standards, and advocate for positive workplaces free from mentally and emotionally unhealthy behavior. We promote safety and wellbeing as our union’s culture, and as everyone’s responsibility.

## Keeping Safety at the Forefront



Local 369 Executive Board member Richard Hughes, Business Agent Bobby Senier, Executive VP Craig Connolly, National Safety Director Scotty MacNeill, President Craig Pinkam, Executive Board member Tommy Roche, Region I Safety Committee Officer Brian Hannon and Local 1-2 Safety Rep. Billy Bleichner.

### Boston, NY locals benchmark safety training

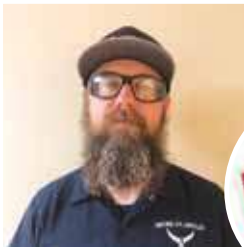
**B**oston Local 369 leadership recently made a benchmark trip to ConEdison’s Learning Center in Queens, NY to compare the learning techniques used in the different electrical operations groups.

Benchmarking is used to compare the safety training at different locals in order to come up with best practices for every local union. “While the underground grid system in Boston is similar to New York’s, we learned about the differences of the two historic cities,” Local 369 President Craig A. Pinkham explains. “Currently we are discussing the best safety and training practices for both Boston and New York.”

### Chattanooga members embrace systems of safety



Chattanooga, TN Local 121 President Danny Seebeck, VP Courtney Johnson, and Secretary Patton Reece and union members recently met with American Water Tennessee managers and National Safety Director Scotty MacNeill to discuss their partnership with Power for America safety training programs and to conduct a field visit. Plans are moving forward with Systems of Safety training and the formation of a UWUA peer-to-peer training committee.



### Congratulations!

The National Safety Committee would like to Congratulate National Safety Committee Chairman Water Sector **Kevin Uraine** CHST Local 283 for passing his Construction Health and Safety Technician Certification. Kevin shows that he doesn’t only talk the talk but also walks the walk leading by example in his tireless work on continuing education to help serve our members.

# National Committees Meet in Michigan to Compare Notes and Build UWUA Power!



The UWUA Health and Safety, Human Rights, and Young Workers Committees came together for an historic meeting at Power for America headquarters in Pottersville, MI.

UWUA members who are part of the Human Rights, Health and Safety, and Young Workers Committees recently joined together at the Power for America headquarters in Pottersville, MI to see first-hand the importance of skills training, to compare notes, and build UWUA power.

“By bringing our National Committee members together in one place, at one time, we are building relationships to increase our strength internally and our power to deliver good contracts, safer workplaces, and stronger communities,” UWUA President Mike Langford said of the first-time gathering.

The Human Rights and Young Workers Initiative Committees held a joint session where Unifor Canada’s Director of Human Rights, Christine Maclin, gave a presentation on the best practices in dealing with racism, sexism, homophobia, and other types of

discriminatory behaviors in the workplace. Unifor is Canada’s largest private sector union, with more than 315,000 members across the country, working in every major sector of the Canadian economy.

“We must create a safe space for open conversation where members can have a dialogue about what and why people feel the way they do,” Maclin said. “After that, we must highlight common interests to build relationships and partnerships so that common interests and goals can supersede differences.”

“It was one of the best training sessions/human rights instructions that I’ve ever attended,” said Nate Waters, chair of the Human Rights Committee.

Also in attendance at the Human Rights meeting were members of the United Electrical, Radio & Machine Workers of America (UE), and National Nurses United (NNU), unions that are working with the UWUA on the North American Solidarity Project.

**“By bringing our National Committee members together in one place, at one time, we are building relationships to increase our strength internally and our power to deliver good contracts, safer workplaces, and stronger communities.”**

— UWUA President Mike Langford



## Women United: “We Can Do It!”

The Local 223 Women’s Committee organized an historic Rosie the Riveter paint celebration in recognition of Women’s History Month in March. One of Michigan’s original Rosie the Riveters, Helen Kushnir, attended, as well as Congresswoman Debbie Dingell (D-MI-12).

More than 100 women participated in the bridge building event that connected Local 223 members both internally and with community partners.

Participants painted their own Rosie the Riveter portraits. Throughout the event, the inspirational slogan, “We Can Do It!” and iconic images of strong and fearless, women wearing the signature red bandana were highly visible. The array of portraits created by the women embracing their feminism was an expression of individuality and diversity.

Local 223’s Community and Solidarity Committee Director Juanita Ray, and the Women’s Committee Directors, Paula Turner, Precious Hough, and Valerie Monique Brown, collaborated to make it a memorable event.

The gathering provided women the opportunity to be creative, while inspiring, empowering, and encouraging sisters to be their best!



Local 223’s celebration of Women’s History Month with a “Rosie the Riveter” paint party was a huge success. Left to right: Trustee Dave Tingel; Treasurer Juanita Ray; Recording Secretary Allan McKinney; Michigan’s own Rosie the Riveter, Helen Kushnir; Trustee/Women’s Committee Directors Paula Turner, Precious Hough and Valerie Monique Brown (also Recording Secretary, Meter Division).

National Health and Safety Committee members had a very productive first face-to-face meeting to continue their work.

Meanwhile, the Young Workers Committee met to develop an agenda for their work going forward, including planning for the 31st National Convention this July.

They fleshed out ideas to develop a financial educational plan to help young workers achieve financial independence and security through proper investing (real estate, 401K, markets, credit, etc.).

They also discussed the need to become more visible in their communities, especially in high schools, to promote union jobs as a great alternative to college. They made plans to attend career days and visit schools to explain the great opportunities that flow from collective bargaining, as well as the practical benefits of learning a skill or vocation.

## 1 Nonmembers' Right to Object.

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

## 2 Procedure for Filing Objections.

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

## 3 Reduction in Dues or Fees.

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

For the Plan Year July 1, 2019 to June 30, 2020, 86.44% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. The applicable non-germane percentage of 13.56% was determined by analyzing the UWUA's expenditures for the recently completed fiscal year.

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

The National Secretary-Treasurer calculates the reduction in the UWUA's per capita fees and in Local Union fees to which objectors will be entitled by determining the UWUA's total operating expenditures during the preceding fiscal year, based on financial statements prepared by a third party auditor, and the total expenditures made for activities that are "germane" and therefore chargeable to

objecting nonmember employees. The National Secretary-Treasurer then calculates the ratio of germane expenditures to total expenditures. All objectors shall receive, the financial report explaining the calculations for the percentage reduction as well as the list of germane and non-germane expenditures.

## 5 Appeal to Impartial Arbitrator.

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

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



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## 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

Pedro Amador  
Yvonne P. Armstrong  
Marcia L. Armwood  
Kenneth Bailey  
Annette Bellingham  
Craig Blichfeldt  
Frank Bockino  
Richard Detz  
Mikhail Eydelman  
Thomas P. Gainé  
Joseph Giannotti  
Darrell Harvey  
Mark Lisewski  
John McClean  
Julio Padron  
Steven Tercovich  
Nelson R. Torres

### Local 101

Daniel Guerrero  
Ted Mannor

### Local 102-D

Rodger L. Eddins  
Daniel R. Scalzott  
David D. Simpson

### Local 102-N

Robert W. Wetzell Sr.

### Local 102-180

Daniel J. Fellows  
Dennis L. Gunnett  
Vicki L. Kauffman  
Roberta Spencer

### Local 106

Harold Gump  
Derek Karaba

### Local 126

Eric Gray  
Bob Guziak  
Tim Keshesh  
Dwight Konic  
Johnny Miller  
John Minor  
Bill Ralston  
Rob Siegenthaler  
Dave Vielhaber

### Local 127

John Ashley Sr.  
Brian Beckstead  
Quinn Bertagnolli  
Richard Callas  
Michael Cotter  
Steve Eberle  
Dale Hopkins

### Local 127 cont'd

Jerry Jackson  
William Levada  
Robert Messelt  
Jane Nichols  
Douglas Oleson  
Allan Parker  
Nick Petrovich  
Corwin Poole

### Local 144

Steven M. Sofka  
Matthew J. Southern  
Randy V. Vantol

### Local 175

Joseph K. Boeke  
Michael C. Browne  
Linda Cruset  
Steven C. Klontz  
William Lee Kramer  
Peggy L. Mabes  
Vernon P. Morgan  
Larry Ross

### Local 223

Charlena Anthony  
Jeffery Burss  
Tony Christine  
Ed Fandrick  
Michael G. Ferrell  
Todd Geverink  
Dave Loy  
John MacFarlan  
Mike Marcero  
John Oliynyk  
Len Padmos  
Arnell Perkins  
Danny Perkovich  
Wayne Rucker  
Victor Schemanski  
Scott Shroyer  
Brian L. Tracy

### Local 254

Joseph Carlisi Jr.  
Bruce Craddock  
Susan Durkee  
John Immen  
Michael Swamba

### Local 261

Ken Dunham  
Vance Kauffman  
Chris Rydahl  
André Vaartjes

### Local 264

Keith A. Materkoski

### Local 270

Joseph W. Chimera  
Fredrick H. Hurst Jr.  
John D. Kachmarik  
Richard Rudar  
Duane W. Schriber  
Brian D. Shollenberger  
William A. Wilson

### Local 347

James Brady

### Local 358

Timothy Dzikowicz

### Local 369

William L. Bones  
Scott D. Boudreaux  
Gregory Dunphy  
Jo-Ann Furtado  
Darlene K. Marchant  
Cindy L. McCann  
Jacqueline Phair  
Charles A. Ross Jr.  
Kathleen L. Ross  
Dennis J. Walsh  
Joseph Zion

### Local 375

Richard Cefali  
James McGrath  
Douglas Mende  
Curlean Phillips  
Dennis Reel

### Local 388

Thomas Bossardet  
Keith 'Spanky' DeRosia  
Gary Gromaski

### Local 398

Gary Hovis

### Local 408

Craig Hertzog

### Local 416

Lance Catterall  
Richard Winner

### Local 423

John Cafaro  
Gil Maisto

### Local 424

James Aker  
Cathy Albers  
John Bange  
Frank Boryszewski  
James Brady

### Local 424 cont'd

John Brady  
Jeff Burchardt  
Michael Burke  
Frank Crincoli  
Jay Fischer  
Frank Juliano  
Edward Kelleher  
James Kelleher  
Dennis Kilkenny  
Kevin Low  
Thomas Magee  
Thomas Mahoney  
Edward McGeehan  
Greg Mullery  
Rick Newcomb  
Ray Ortiz  
Algie Parham  
John Pellegrino  
Jana Perry  
Ray Rogowski  
Steve Rush  
John Rybarczyk  
Phil Salerno  
Juan Saturnino  
Thomas Schleicher  
Chuck Shern  
Edward Thompson  
Jay Triebenbacher  
John Weber  
Stanley Wienckoski  
Robert Zika

### Local 425

Dan Montgomery

### Local 426

Gary Dague

### Local 430

Venitta Mayo  
Calvin D. Minnis  
David Reynolds  
Randall R. Simpson

### Local 433

Rosaleen Ballard  
Mary Ann Bruno  
Ron Kelley

### Local 470-1

Michele Brennan  
Sean Cahill  
Robert Scarduzio  
Alice Vieira

### Local 478

Larry A. Brost  
Richard L. Garlinger  
Daniel K. Kerr

### Local 478 cont'd

Anna M. Powell

### Local 506

Edith Barron

### Local 522

Harold Hibard  
Gary S. Johnson

### Local 534

Debbie Buttacavole  
Peter DeVries

### Local 540

Dan Doran

### Local 582

Dave Dora  
Merideth 'Bill' Hitsman

### Local 600

Jim Anderson  
Deborah Boothe  
Dave Compton  
Esther Corry  
Marvin Crenshaw  
Greg Cunningham  
Mary Davis  
Steve Fischer  
Barb Flory  
Joe Fricke  
David Helm  
Gary Hocker  
Celeste Keeney  
Jerri Kurdila  
Sandy Lipps  
Elizabeth Martin  
Lester McLeod  
Patty Memering  
Ginny Meyer  
Ron Muck  
Charlotte Owens  
Mark Plunkett  
Cliff Reekers  
Olivia Smith  
Rodney Stang  
Gary Thiem  
Lori Warren

### Local 648

Allen Randall

### Local 18007

Brian J. Murray



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## Remembering the Fallen

MSUWC Safety Representatives from Consumers Energy are at the forefront of the fight for worker safety.

Michigan State Utility Workers Council Safety Representatives and Consumers Energy marked Workers Memorial Day with a ceremony and unveiling of a memorial wall in honor of all those who gave their lives at work since the company was founded. The monument will spend the next two years travelling CE's service territory, stopping at each location for employees at those locations to view and have their own ceremony if they wish. The wall sends a strong message on how serious the union and management take the value of a safety culture and community.