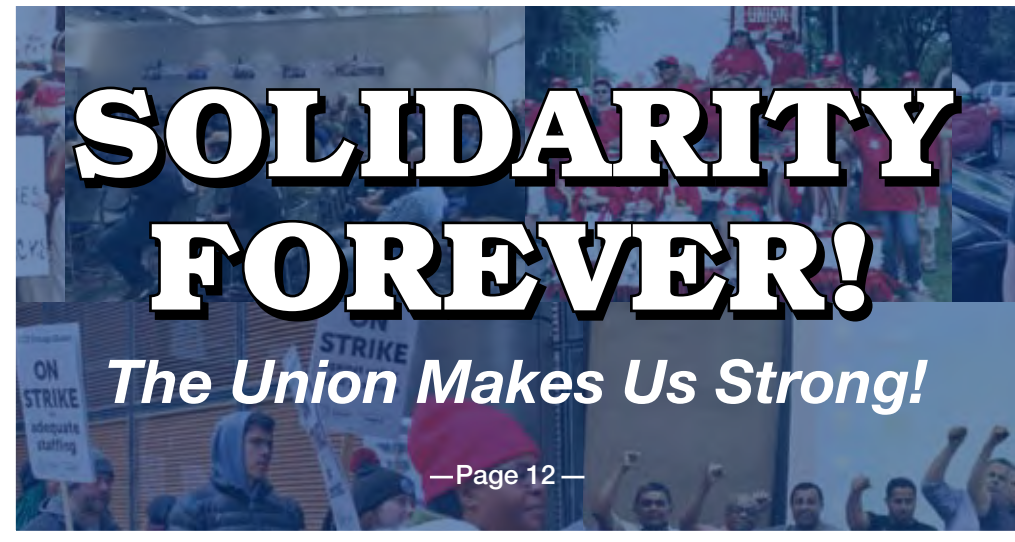


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXIV, No. 4 October/November/December 2019



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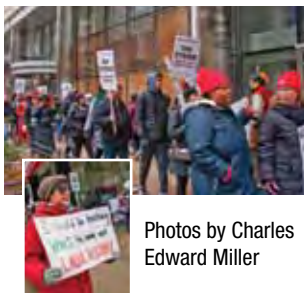
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Photos by Charles Edward Miller

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James Slevin

Listening to Our Members

Since being elected UWUA president last summer, I've embarked on a nationwide listening tour to hear your concerns and identify issues that are affecting you and your families. My goal is to work with you, your local and national officers to create a better workplace and a better life for all of our members.

Although there are differences in our locals, our industries and our regions, I have learned that our members are united, strong and together in their resolve to build better lives for themselves and their families. And our union is central to their ability to do so.

Skilled, proud members

We have a very skilled, proud membership. While experiencing different challenges in your industries, workplaces and regions, you are meeting things head on and are not just sitting back and taking whatever comes your way.

On my listening tour, I ask utility workers to forecast what their lives will look like in five years. You talk about your family, where your children will be in school, plans to get married, or any number of things about your household. No matter the situation, when I talk to a utility worker they have a good idea of where they'd like to be in five years.

In contrast to this, when I ask utility managers and executives to forecast what they will be doing five years from now, no matter what industry they are in — electric generation, distribution, water, or any other — they aren't able to give me an answer. It's startling to learn that, while our industries are going through a major transformation, the people in charge don't know where they will be in the next five years or what they will be doing.

Our members know what they want for the future while our employers don't.

My message to employers is really pretty simple: companies need to understand that it's not just about profits; it's

about the people who make a company profitable. They need to hear our voices loud and clear and understand that this is not a game. This is about people's lives and their dreams for the future.

I go back to a saying I have, your employer is not your friend. They are more concerned about profits than they are about you and your family. I wouldn't say all employers are that way but a majority are.

Our job is to make sure there is a place for our members to work. That requires successful companies that can put them to work and treat them well. I constantly remind employers of this and make sure they do not lose sight of the people out in the field who make them a successful, profitable utility.

Learn from history

I'm a history buff. When you look at the history of our country in times of war, everyone, workers and corporations, pulled together and worked together. That's missing in America now. Today's corporations are not like that anymore. It's more about profits over people.

Things are not always going to be good. We need to understand that when things aren't good we need to stick together. That's what unions are all about, solidarity.

Our job is to make sure there is a place for our members to work. That requires successful

companies that can put them to work and treat them well. I constantly remind employers of this and make sure they do not lose sight of the people out in the field who make them a successful, profitable utility.

Next year is a big year. We are heading into an election in our country and some very serious questions face union households. What will the future look like for us?

Unions are all about community, solidarity and having a say in decisions that affect our everyday lives — and that's exactly what voting is about, too. Are you registered to vote?

In closing, I would like to wish you all the best for the holidays and a Happy New Year!

In solidarity.

Local 369's 6-Year Battle to Represent Eversource's Bulk Power Workers Ends in Victory!

When Local 369 filed a petition with the National Labor Relations Board (NLRB) to represent Eversource's bulk power employees, the executive board knew it was going to get major push-back from management.

What they didn't know was that it would take six long years to get the 20 or so transmission system supervisors, senior transmission outage coordinators and transmission operations support specialists into the union and win their first contract.

Bulk power workers are highly skilled and highly paid. Eversource (then NSTAR) responded by challenging the petition on the grounds that the employees were supervisors or managers. Losing that battle, the company then filed a request for review.

After denying that request in January 2014, the NLRB conducted the union election the same day with employees voting unanimously to join Local 369.

Having lost its fight to deny these employees representation, the company then refused to bargain for a first contract. This left the local with no



How sweet it is! Local 369's Bulk Power workers, left to right, Local 369 executive board member Richie Hughes, Chris Hudson, Hector Quinonez, Dan Reilly, Dave Ward, Ryan Smith, Matt Gallerani, and Drew Matta.

choice but to file a refusal to bargain charge. The NLRB sustained the charge and ordered the company to bargain. When the company continued to refuse to bargain, the NLRB's general counsel filed an application to the First Circuit Court of Appeals, seeking an enforcement order. The company then filed a cross-petition for review which the First Circuit denied.

Having lost the fight on the legal front, Eversource continued to delay the bargaining process.

When a new three-year contract for their 2,000-member unit was secured, Local 369 was finally able to get the company to seriously bargain, reaching an agreement that was unanimously approved. The three-year contract takes effect January 1, 2020.

Union Push in Philadelphia Secures

UWUA Local 686 recently won a critical victory when the Philadelphia City Council voted to approve Philadelphia Gas Works' (PGW) proposal to construct a Liquefied Natural Gas (LNG) plant at its Passyunk facility.

This approval allows PGW, and its private partner, Liberty Energy Trust, to build the Passyunk Energy Center, to provide super-cooled methane gas to be

sold to third parties, such as shipping and trucking enterprises and power plants.

PGW is the country's largest publicly owned gas company and its employees are members of UWUA Local 686.

It is anticipated that the LNG plant will generate significant revenue for PGW, thereby delaying rate increases and providing more capital to finance

future collective bargaining agreements with the union. The operation of this plant should also add jobs, and ensure that all the existing union gas supply jobs will continue.

This will also ensure that there is an adequate supply of LNG to reconvert to gas to meet peak winter capacity demands. Liberty Trust will finance the entire cost of the \$60 million facility,

OH Local 270 Prevails in FirstEnergy Bankruptcy

Judge Forces Company to Uphold Contract with Members

Ohio Local 270 pulled off a remarkable victory this fall by successfully preserving everything in its collective bargaining agreement as employer FirstEnergy Solutions emerges from bankruptcy.

“Everything was saved,” says 270 President Frank Meznarich. “We’re not giving up anything, our contracts remain the same.”

FirstEnergy’s demand that union members give up their defined benefit pension plan would have resulted in millions of dollars in lost earned income for the 175 members at the Perry Nuclear Plant.

“We told them we are not giving you back our members’ money, it’s that simple,” Meznarich says. “And then we stuck to our guns.”

“They really wanted to hack and whack at everything so they could prepare for the new company to come in with zero liability,” says Charles Limbert, who recently retired after 35 years as a Master Nuclear Mechanic at



Local 270 members working at the Perry Nuclear Power Plant in Ohio successfully maintained the terms of their collective bargaining agreement, including their pensions, as owner FirstEnergy Solutions comes out of bankruptcy.

Perry. “If we had taken the company’s first offer one-and-a-half years ago, I would have been hurt severely, hundreds of thousands of dollars lost in my pension,” he adds.

Local 270 was joined by IBEW Local 29, which represents workers at the company’s Beaver Valley, PA plant, in objecting to the company reorganization plan. The bankruptcy judge agreed, delaying the company’s plans.

The bankruptcy process hit another snag when the federal bankruptcy judge said the company needed to honor its collective bargaining agreements with the two unions before getting permission to exit bankruptcy.

When the company resolved its differences with the unions, it was able to get the go-ahead to come out of bankruptcy.

What lessons were learned?

“Don’t be so quick to give up,” Meznarich says.

“I took the position of go

ahead, shut the place down, we’re not going to give you anything back. I was sick and tired of them threatening my members.”

Limbert says, “Stick together, stay informed as to what’s going on and be willing to help out if the union leadership calls on you because your livelihood and your community has a big stake in the outcome.”

Jobs for Gas Workers

which will produce 120,000 gallons of liquefied natural gas per day.

While there was significant opposition from environmental groups to this project, the union was able to use its political influence to convince councilmembers it was not only good for PGW, but also positive for the city because LNG is a cleaner fuel than the fossil fuels it will replace. The inclu-

sion of a significant solar project at the location likely reduces emissions of the plant itself to zero.

“Our role in securing approval of this project proves that unions can be a significant player in advancing clean energy projects that are better for the environment, while securing strong union jobs,” said Local 686 President Keith Holmes.



Many of the utilities we work for do not take the long view and therefore lack direction. How does this affect your work and the ratepayers you serve. And what can we as utility workers do about it?

**Jared Smith**

Local 369

“The utility I work for, has already begun to take the long view and entered into a program to modernize the electric grid. This modernization helps ratepayers by making the grid more reliable and it also creates more jobs for utility workers. It is up to us, as utility workers, to embrace programs like these and educate ourselves on new techniques and procedures to perform this work and continue to grow our union.”

**Frank Carino**

Local 369

“As Utility Workers, our members sacrifice a great deal of time and effort ensuring that our customers are provided the best service possible. Unfortunately, some executive teams are beholden to shareholders, often times trying to trade safety, system performance and reliability for profit. Due to this approach, routine preventative maintenance takes a back seat to capital work, as it is hard to quantify the return on investment.”

**Quinton Silvers**

Local 1-2

“Utility companies catch on to new ideas and implement them without fully doing the research as to how it would impact the ratepayers. This is a huge problem and usually hurts the ratepayers. Utility companies cater more to shareholders than ratepayers and it often seems as though the company’s bottom line is always cost savings. To be a successful utility company you have to put your ratepayers and employees ahead of shareholders.”

**Edward Kastreva**

President, Local 648

“Utility companies have a bad habit of hiring contractors to do our work. What happens is we end up going back to repair the work, costing the company time and money that then gets handed down to our customers.”


Timothy Sajko

Local 604

“The utility I work for lacks direction and it shows every day because I have to work harder in order to meet deadlines. Millions of dollars are wasted because of poor decision making and not thinking ahead. This causes difficulties in negotiating pay raises for our members and causes electric rates to increase. We can change this by getting involved with our community to educate them about the utility and reaching out to utility leadership to show them the big picture.”


Austin Bickett

Local 600

“I feel that the direction is there, it’s just constantly changing due to quick turnover within leadership. This gives the feeling that the direction is lacking. We must be an advocate for the ratepayer and explain how they could be affected in either a positive way or a negative way.”


Christian Parker

Local 601

“The company I work for chose to use non-union contractors a few years ago in the collections department. As Utility Workers, we should continually show our employer union labor is 100% important by working hard and staying united.”


Ervin Boling

Executive Vice President, Local 127

“My utility does have a long-term goal: renewables. My local is looking at upcoming plant closures. Wind and solar take far fewer workers to maintain, reducing our numbers considerably. As a utility worker, my best defense is to educate and engage with my fellow members, my local government, the legislature and really anyone who will listen.”


Ed Brantley

Local 18007

“My company has fallen behind in keeping up with its infrastructure and is attempting to play catch-up to modernize its natural gas delivery system. This has an immediate effect on our customers because the company has added infrastructure costs to monthly bills, as if consumers were to blame for this situation. As a result, we have had to deal with disgruntled customers who are upset about the added expense on their bill. Despite this, we go out and safely do our jobs and be professional.”

Members Urge Lawmakers to Support, Promote Carbon Capture Technology

The way we generate electricity today is evolving rapidly. In America, coal and nuclear assets are increasingly being taken offline every year, while natural gas and renewable generation is expanding. We understand these changes are driven by powerful economic forces and also in response to global climate change.

Opportunities and challenges

UWUA members are highly-skilled individuals whose every day work involves thinking like an engineer, a mechanic or a scientist. As an organization, we approach these changes the same way our members would and recognize that there are opportunities and challenges in facing this new reality.

Carbon capture is essential to reducing global carbon emissions and meeting climate goals while sustaining the nation's energy production, industrial base and high-skilled jobs in communities that depend on them.

One of those opportunities is putting carbon capture technology to work for us. Carbon capture is essential to reducing global carbon emissions and meeting climate goals while sustaining the nation's energy production, industrial base and high-skilled jobs in communities that depend on them.

In October, UWUA members from across the country took that message directly to lawmakers and their staff and urged more members of Congress support and advocate for measures that incentivize carbon capture technology. Chauffe Schirmer with Local 127 in Wyoming, Greg Adams with Local 175 in Ohio, and Tom Cole and Bill Chadwick with the Michigan State Utility Workers Council (MSUWC) spent two days walking across Capitol Hill telling their stories and sharing why carbon capture technology is important to them and their fellow members. They met with members and their staff from the offices of Senators Rob

Portman (OH), Tammy Duckworth (IL) and Sheldon Whitehouse (RI), and Representatives Elissa Slotkin (MI), Cheri Bustos (IL), Marcy Kaptur (IL), Brad Wenstrup (OH) and more.

Decarbonize responsibly

UWUA members urged these investments are critical to the advancement of a low-carbon economy, job creation, and the development of innovative solutions for emissions reductions that benefit the economy and environment.

A few weeks after UWUA members participated in the carbon capture fly-in, Governmental Affairs Director Lee Anderson echoed a similar message as he testified before the House Energy and Commerce Committee. He urged that a net zero emissions philosophy is important and that we should collectively move forward with efforts to decarbonize our economy, but we must do it responsibly.

The pole star in understanding the science of climate change, and the appropriate response to it, is the Intergovernmental Panel on Climate Change report (IPCC). According to the IPCC, carbon capture is indispensable to our ability to achieving our emissions reduction goals. Anderson spoke to other impactful measures including nuclear power and renewable energy that can help reach those goals.

Investment needed

Above all he urged, "We must recognize the contribution made by these workers to build the nation and aid them in this change," he said at the hearing. "We see reason for optimism, but also reasons to be cautious. The technology already exists to retain and build-out low-or zero-carbon power generation, there is nothing which needs to be invented from scratch, only systems which need to be scaled, improved or, in some cases, simply retained."



Slevin Meets With WY Coal Members

UWUA President Jim Slevin recently met with Local 127 members at the Dave Johnston Plant in Wyoming, one of the largest coal-fired electric power generation facilities in the western United States. While owner PacifiCorp has announced plans for closing the plant over the next couple of decades, workers have received assurances that there will be opportunities to transition to comparable jobs.

Gas Industry Members Share Best-Practices and Safety Insights at Annual Inter-Union Gas Conference

UWUA hosted over 350 United Steelworkers (USW), International Brotherhood of Electrical Workers (IBEW), Unifor, United Association (UA) and UWUA members in Florida for the Inter-Union Gas Conference in September. The annual conference offers a unique opportunity for members to share concerns, safety issues and lessons learned from their experience working in the industry.

Safety first

Featured speaker Eric Giguere provided compelling, first-hand testimony about the unintended consequences cutting corners on safety can have on an individual, his/her family and colleagues. He spoke about how his life changed forever on October 4, 2002 after a trenching incident left him buried underground.

Speaking to attendees he said, "In a moment I was trapped. Two-thousand pounds of dirt was on my chest on top of me and I was suffocating. I was fighting for my life and fighting to survive." In total, Giguere was buried underground for 10 minutes after his crew cut corners during a trenching job. He issued a stern warning to attendees about the importance of safety and reinforcing a culture of safety. While he survived the incident, he suffers many health side effects 17 years later.

UWUA members were front-and-center throughout the event sharing their impactful insights. Just over one year after the Merrimack Valley gas explosions took place in Lawrence, Andover and North Andover Mas-



Gas workers at their annual get together shared their first-hand knowledge of industry trends to remain safe, competitive and deliver the best service possible to ratepayers. The UWUA hosted this year's Inter-Union Gas Conference.

sachusetts, killing one person, injuring dozens of others and destroying or damaging hundreds of structures, leadership of UWUA Local 273 shared their experience managing the disaster on the ground.

Saving lives

President of Local 273 Scott Hunter, Vice President Tom Holmes, Secretary Tim Heath and UWUA Director of Special Projects Bobby Mahoney spoke about how their members' expertise prevented an even worse disaster. Members' quick-thinking throughout the day saved lives. Ultimately, the utility company took responsibility for the damage that was caused by the

over-pressurized lines. Since the explosions took place, members have been replacing 44 miles of gas main lines and more than 5,000 service lines. It took over 5,000 people to complete this task. Today, these members continue to advocate the utility company enact new safety measures to prevent this kind of disaster from happening ever again.

Clerical work highlighted

In addition to offering this case study, UWUA members hosted discussions and made presentations on safety as well as utility clerical procedures and bargaining contract language. UWUA Safety Director Scotty MacNeill, along with Dan Fowkes with USW and Ryan Rodriguez with Unifor hosted a gas safety workshop about the impact of union safety committees, how to

form a safety committee and work with a company to improve safety. Melissa Bateman, with Michigan State Utility Workers Council (MSUWC) Local 107, Brooke Lauber with MSUWC Local 129, Melissa Sparks with MSUWC Local 129, Jamykal Badger with Local 223, Kristi Grossholz with Local G-555, David Galvan with USW, Anita Chavez-Cervantes with IBEW and a representative with Unifor shared learnings from the clerical side of gas utilities.

UWUA President Jim Slevin, Executive Vice President Patrick Dillon and President of Local 132, Eric Hofmann also addressed attendees during the conference. UA will host next year's conference in Las Vegas.

Contract Roundup

■ Braintree, MA Cable Installers Secure 22 Percent Pension Benefit Raise

The members of Local 379 in Braintree, Massachusetts, working with Senior National Representative Dan Hurley, successfully secured a significant, 22 percent increase to cable installers' pensions. The members' defined pensions are held by the county and voted on by the retirement board of the town. Cable installers fought for and persuasively argued before the retirement board to raise their pension benefit to match that of electric linemen. The negotiation took about a year and took effect immediately.



■ Local 601 Rahway Contract Victory

Continuing the UWUA's string of organizing and first contract victories at Suez Water, Local 601 recently won a four-year contract for Rahway, NJ workers that includes substantial raises, a wage bump with each license earned, increased paid-time off, meal allowances, and more. Pictured here, left to right, 601 President Noel Christmas, Rahway's Tom Petrusko, Robbie Burnett, Billy Quinn, and UWUA National Organizer Valerie King.

■ Federal Grant Money Available To Brayton Point workers

Members impacted by layoffs at the Brayton Point Power Station have the option of applying for a U.S. Department of Labor National Dislocated Worker Grant. UWUA Senior National Representative Dan Hurley worked with Locals 369 and 590 to secure assistance for members impacted. It took a little under a year to secure these funds. An AFL-CIO rapid response unit dispatched staff to the plant to provide assistance. The grant provides relocation and retraining funds.

Local 436A Wastewater Plant Now Energy Neutral

The new technology installed at the plant allows EORWA to generate its own electricity from the biomass waste it processes on site. Using a microturbine and by retrofitting existing digesters allows methane gas to be converted to electricity.

Thanks to a new initiative lead by the members of UWUA Local 436A, the Eastern Ohio Regional Wastewater Authority (EORWA) and Quasar Energy Group, the Bellaire Wastewater Treatment Plant is the first of its kind in Ohio to become energy-neutral. EORWA Board President Roger Stewart, Executive Director Valerie Moore, UWUA members and other local representatives recently celebrated the completion of the project during a ribbon-cutting ceremony in September.

Previously, excessive methane waste was burned off. The new technology installed at the plant — which took around a year and a half to install — allows EORWA to generate its own electricity from the biomass waste it processes on site. Using a microturbine and by retrofitting existing digesters allows methane gas to be converted to electricity.

The project delivers significant savings in utility costs for the facility, which also saves customers money in the long run. Ratepayers will not see an increase in water utility costs at all next year. Additionally, the upgrades made it possible for the facility to upgrade to a Class A facility — a change that also benefits the community. Customers may now have access to residual waste from the plant they can use on their lawns.

"This project represents a significant investment in upgrading our infrastructure and it's a win-win for the facility and the community," said Scott Antonik, vice president of UWUA Local 436A.

UWUA Veterans Director Passarelli Appointed to Prestigious National Credentialing Team

The UWUA Director of Veterans Affairs and Workforce Development, Rick Passarelli, recently accepted appointment to the prestigious National Veterans Employment and Education Commission's Military Credentialing Advisory Roundtable.

The American Legion put the roundtable together in order to establish new ways of scaling public-private partnerships to offer veterans pathways to apply their knowledge and skills towards civilian credentials. The roundtable is made up of a select group of cross-sector influential leaders and practitioners who are seen as credentialing experts across the post high-school ecosystem.

"As an ambassador to the roundtable team, it is my hope to shape policy, connect, and offer recommendations for pilot stackable credentialing programming that helps apply competencies and credentials gained in military service towards apprenticeship, and educational opportunities that leads to employment of our veterans in the utility industry we proudly represent," Passarelli says. "This will ultimately allow us to produce a next generation of Utility Workers for our membership pipeline."

The primary roles of the roundtable are to shape, connect, and offer recommendations for stackable credentialing pilots that apply skills and credentials gained in military service towards continued education and employment for service members and veterans.



UWUA Director of Veterans Affairs and Workforce Development, Rick Passarelli, left photo second from right, with members of the American Legion's National Veterans Employment and Education Commission's Military Credentialing Advisory Roundtable.

"It is my hope to shape policy, connect, and offer recommendations for pilot stackable credentialing programming ... that leads to employment of our veterans in the utility industry we proudly represent."

— Rick Passarelli, UWUA Director of Veterans Affairs and Workforce Development

Local 18007's Veterans Day Drive Gives Back

Gas Workers Local 18007's annual Veterans Day Drive collected donations from numerous worksites to deliver to Midwest Veteran's Closet. Located in North Chicago, IL the organization is a not-for-profit rapid response group that provides life's basic needs to enlistees, families and veterans. Two veterans from each shop delivered the donations along with Local 18007 President Tim Jaroch, members Adrian Duenas, Don Iocco and Arnell Newman. This year three vans and a car full of donations were dropped off containing warm clothing, shoes, toiletries, food and many other items. This is the 4th year that 18007 members have collected donations. And each year, members' donations increase. For more information visit: <http://www.midwestveteranscloset.org>



Member Solidarity Rally Calls for Above Approach to California's E

On November 9, some 1,400 UWUA members from throughout California rallied together at the Pasadena Convention Center urging lawmakers to adopt a more moderate, integrated approach to powering the state's energy future. Members urged lawmakers consider factors such as energy reliability and affordability while at the same time working together to address climate change.

"Today, over 20 million customers in southern California rely on 140,000 miles of natural gas infrastructure to deliver low-cost, reliable energy to fulfill their cooking and heating needs," said Jim Slevin, president of UWUA. "While we must take action to address climate change, rushing to 100 percent electricity through massive infrastructure changes, as some are suggesting, would leave California's utility customers footing an enormous bill."

UWUA Locals 132, 483, and 522 represent SoCal Gas workers who deliver gas to tens of thousands of customers in Southern California. Eliminating natural gas threatens to eliminate their jobs, price millions of residents out of

"Our job is to keep our customers safe and ensure they have reliable access to energy they depend on to power their lives. If we're going to stand a chance at reducing carbon emissions, we must take a holistic, all-of-the-above approach that maximizes impact while minimizing costs to communities, workers, and consumers."

— Eric Hofmann, President of UWUA Local 132

the housing market and jeopardizes the economy and future economic growth.

Supporters including Senator Maria Elena Durazo joined the meeting and spoke about legislation that will be introduced soon. The bill will improve the efficiency and safety of natural gas infrastructure, require gas utilities to fix known methane leaks in their systems and set new staffing and training requirements. The legislation would make a significant impact on reduc-

ing greenhouse gas emissions, keeping workers safe on the job and keep rates affordable.

"Our job is to keep our customers safe and ensure they have reliable access to energy they depend on to power their lives," said Eric Hofmann, president of UWUA Local 132. "We're concerned about some of the proposals out there and the impact they would have, especially on low-income and senior populations. If we're going to stand a chance at reducing carbon



an All-of-the-energy Future



Union solidarity for victims of Paradise fire. UWUA President Jim Slevin, Local 160-D President Cecil Phillips, center, and President of the California Water Utility Council at CalWater and President of Local 160-C Rick Wilson at the Local 132 Mass Rally. Phillips is one of the members who lost his home in the Paradise fire last year. In total his family lost 4 homes. He says he is lucky to have a good paying union job working in the water industry.

emissions, we must take a holistic, all-of-the-above approach that maximizes impact while minimizing costs to communities, workers, and consumers.”

In a show of solidarity, leaders from 10 UWUA water and power generation locals in the state joined the rally in support of their SoCal Gas brothers and sisters, as did all of the UWUA National Officers.



SOLIDARITY FOREVER!

The Union Makes Us Strong!

Union members across the nation are standing up and fighting back, and the UWUA is on the front lines with them!

When the United Auto Workers’ (UAW) went on strike against General Motors in September, the UWUA was offering support on the picket lines, donating supplies and financial support to UAW’s strike fund.

“We stand in solidarity with thousands of UAW members as they strike against General Motors for a fair contract and to keep good union jobs in the United States,” UWUA President Jim Slevin said in a statement released at the start of the strike. “When GM was in financial trouble, UAW members, retirees and their families sacrificed to make GM profitable again. It is high time that GM’s union workers be repaid at the bargaining table. We are hopeful both sides can quickly come to an agreement that fully recognizes UAW members’ contributions to GM’s success.”

And when the Chicago Teachers Union went on strike in October, Chicago Gas Workers Local 18007 stood in solidarity with the 25,000 teachers who, in turn, stood up for the education, health and well-being of 300,000 public school students.

At that time, Slevin released another statement saying, “We stand in solidarity with our brothers and sisters from the Chicago Teachers Union. The members of the Utility Workers Union of America support CTU’s efforts to fight for higher wages and more support staff in schools, including nurses, social workers and librarians. We’re with the members of CTU as they strive to provide a better education for Chicago students and families.”

The UAW and CTU members won their battles with the help of UWUA members and tens of thousands of other union supporters nationwide.

States Respond to the Janus Ruling

The Good

In 2018, the Supreme Court issued a 5-4 decision in *Janus v. AFSCME Council 31* that ruled a public employee cannot be required to pay dues or fees for the representation the union provides related to collective bargaining and other representational activities. The majority on the Court ruled that Mark Janus, a State of Illinois employee, had his First Amendment rights violated when his union negotiated good wages, benefits and job protections for him and his coworkers. Although Janus claimed the union-negotiated contract violated his rights, he took every single benefit the union bargained for him. This decision, in which the five far-rightwing Justices were in the majority, overturned over 40 years of Supreme Court precedent.

A number of states have taken action to address the new reality under *Janus*.

The State of New York took action to protect public employees and their unions before the *Janus* case was even issued. In April, 2018 Governor Andrew Cuomo signed a new law that required unions be notified of new bargaining unit employees and provided contact information and work location; that unions be provided time to meet with new employees within 30 days on work time; and that unions are not required to represent non-members if they are able to represent themselves under the collective bargaining agreement (CBA).

On June 27, 2018 Governor Cuomo issued an Executive Order which prohibited disclosure of public employee addresses, phone numbers and personal email addresses. This action was taken to prevent unscrupulous outsiders from harassing union members at home.

In September 2019, the Massachusetts legislature overrode Governor Charlie Baker's veto of a key collective bargaining bill which is a comprehensive response to the *Janus* decision. Under the new law, non-members may be required to pay the reasonable costs and fees, including arbitrator fees and related attorney fees, for grieving a matter arising under a CBA. A non-member's failure to pay costs and fees related to the grievance or arbitration relieves the union from further responsibility to the non-member regarding the matter.

The Massachusetts law also requires public employers to provide the union access to members at the worksite during the workday to investigate and discuss grievances and workplace related issues; the right to conduct worksite meetings during non-work time on the employer's premises; and the right to meet with newly hired employees on company time.

The legislature also amended Massachusetts' Freedom of Information Act (FOIA) to exclude employee home addresses, personal email addresses, home and mobile telephone numbers, dates of birth and communications between unions and their members from being designated as public records.

Additionally, unions have the right to use an email system of a public employer to communicate with bargaining unit members regarding official union-related matters and the right to use government buildings to conduct meetings related to union matters.

Recently, Oregon passed a new law making it an unfair labor practice for employers to discourage employees from joining a union or to encourage employees to revoke their dues authorization. The new law also clarifies how employees can opt out of dues by requiring an employer to use the method specified in their dues authorization agreement. The law also requires employees who wish to opt out of the union to deliver an original signed, written statement of revocation to the union.

Under the new law, public employers must provide the union with contact information about employees in a bargaining unit and allow unions to use an employer's email system to communicate with employees. The law also requires public employers to allow union representatives to discuss union-related issues during regularly scheduled work hours without loss of pay.

California and Washington have also passed similar laws helpful to public employees and their unions in response to *Janus*.

The Bad

Not every state has acted in a manner to limit the negative impact of *Janus*, Alaska's Governor Mike Dunleavy attempted to pervert the *Janus* ruling to make it even more dangerous. On September 26, 2019 Dunleavy issued an Administrative Order that claimed the State could not lawfully deduct dues from union members that signed union membership and checkoff authorization cards unless these employees also "opted in" to membership through a State sponsored website. Although the website was not even in place at the time of the order, the State will stop dues deductions once it develops an "opt in" authorization and deduction process until employees complete a new form. This Order is based a deliberate bad faith misreading of the *Janus* case and violates the CBA language the State had just negotiated with the union.

In November, an Alaskan judge issued a preliminary injunction against enforcing the order ruling that it was a misinterpretation of the *Janus* case. The litigation is likely to continue.

The UWUA Responds

To assist UWUA locals facing a right-to-work environment, the delegates to the UWUA's 31st Constitutional Convention adopted an amendment to Article VI, Section 3 of the UWUA Constitution. The amendment waives initiation fees for new members in bargaining units where union security agreements cannot be lawfully negotiated. This amendment eliminates a potential obstacle for retaining and growing the membership of the UWUA.

Should a Union Support a Particular Party?

Well, it is that time of year. The holidays you think, well yes, but what I was actually referring to is the beginning of the relentless barrage of political ads. This resurrects the age-old question, "Should a labor union support the Democratic or Republican Party?"

This is a debate that union members have had from the beginning of a union's involvement in the political process. The answer is simple, neither. Today, political parties, and many politicians, will say anything to obtain or remain in power. Yet, when it is time to vote, or even actually stand for something, it is all about the party rather than the citizenry.

Why endorse candidates?

As members, we may consider ourselves Republicans, Democrats, Independents, or one of the lesser known political parties. A labor union must accept that it is made up of members who identify themselves as all of these. It is unreasonable for the leadership of a union to assume that its membership identifies solely with one political party, or to assume that the whole membership would agree on any one issue.

So, how is a labor union to decide what candidate to endorse, or even whether to endorse or not? The least controversial approach is to endorse the candidate that has the best stance on workers' rights. By doing this, a union stands the best chance of explaining its endorsement as having the greatest impact on the greatest number of its members. However, even basing an endorsement on workers' rights can result in members not being pleased with the endorsement because it is contrary to their opinion. The simple fact is that it is impossible to make an endorsement that will please every member. So why endorse?

The very purpose of a labor union is to form a collective voice, a voice that is significantly larger than that of any one member. Through this collective voice, a union can have a greater opportunity to have influence in the political process. Endorsements strengthen a labor union's influence with those who they have endorsed. If the union has not endorsed a candidate it can be difficult for the union to have its voice heard. Therefore, endorsements are a useful tool for labor unions in the political process.

Does an endorsement result in a member's dues going to

that candidate, even if that isn't the candidate the member supports? In many labor unions that may actually be the case, but not with the UWUA. Although the UWUA may endorse a candidate, it does not and will not contribute member's dues money to political candidates' campaigns. The only money the UWUA contributes to political candidates' campaigns is through its Committee on Political Education Fund or COPE Fund.



Patrick Dillon
Executive Vice President

Involvement in today's political process, unfortunately, revolves around money. In order for the UWUA to realize its greatest potential impact on the political process it requires the involvement of all of our members.

Dues do not pay for political endorsements

The UWUA COPE Fund is funded exclusively from voluntary membership contributions, not membership dues. Funding of the UWUA COPE Fund occurs in a few ways, the most common of which is through payroll deduction. In order for payroll deduction to be utilized it must be negotiated with a member's employer. Many of the UWUA's largest locals have payroll deduction language negotiated with their employers.

Unfortunately, payroll deduction is not an option for many of the smaller locals or those locals that do not have the necessary contractual language. For these members to participate they must utilize another way to contribute. Alternative approaches for contributing include fund raising at national, regional, or local union meetings, or making personal donations weekly, monthly, or annually through mailing a check or using your financial institution's online bill pay. Before sending money, either through the mail or online, it is necessary to sign the proper authorization form. This form can be obtained by contacting the National Office.

The UWUA's participation in the political process is necessary for the union to properly lookout for the interests of its membership. However, UWUA officers respect the different political opinions of its membership and that is why it has established a policy of not using the membership's dues money to support political candidates. That being said, involvement in today's political process, unfortunately, revolves around money. Therefore, in order for the UWUA to realize its greatest potential impact on the political process it requires the involvement of all of our members. Please consider actively participating in the political process and contributing to COPE.

Data Drives Membership Engagement and Power!



Michael Coleman
Secretary-Treasurer

As UWUA members, gas, electric, and water are the utilities in our business. However, with today's technology, communication and social media, is 'data' the new utility? Is it possible that as we look ahead, data is the world's most valuable resource?

Many companies across the country have made the gathering of data a major focus for communication, education, advertising and, yes, propaganda.

Employers have had this data for years and often use it to communicate with their employees — our members — spreading their views, interpretations, or ideals. Often times they use our membership data to spread falsehoods during contract negotiations or workplace disputes.

Information is power

As utility workers we understand the power of communication. For our organization to thrive and be successful we need an informed and educated membership.

It is in this spirit that, at the UWUA's 31st Constitutional Convention this summer, delegates voted to amend Article VI, Section 9 of the UWUA Constitution to require local unions, regional boards and joint councils to submit an accurate list of names and addresses of their members to the National Union along with monthly per capita payments.

It is well established under the National Labor Relations Act and state labor laws that unions are entitled to the names, addresses, telephone numbers, e-mail addresses, ages, seniority dates, work classifications and equal employment opportunity data such as statistical data on minority groups and female employees.

In order to comply with the UWUA Constitutional requirements and to ensure that UWUA affiliates and the National Union have the bargaining unit employee information necessary to educate, communicate, and activate our membership on issues vital to our union the National will be requesting all such information from our locals on a monthly basis.

Earlier this fall, our office sent out a packet of information on this new requirement to all our locals, together with guidance and templates as to how to format the data to send to the National, and, if necessary, how

to go about requesting the information from employers if a local does not maintain membership data.

Over the past few years, our national leadership and staff have addressed locals and members in many forums as to the importance of fully understanding the workforces the UWUA represents. Knowing where people are located, the trades and industries in which they are engaged, their numbers and demographics, all of this builds up a picture as to who the UWUA really is, what their needs are, what's taking place in their economic sectors, what information would best serve them, and how their voice can best be lifted up to those in power who need to hear

their perspective. Simply put with this basic information, the National can much more effectively communicate with you, advocate for you, and represent you.

Speaking with one voice

Last July, the Convention delegates took action to ensure our union can accomplish these goals. By learning as much as possible about each other, our ability to take collective action, to speak with one voice, and to lift one another up will be magnified many times over. The oldest adage in organized labor is that strength lies in unity but, before people can unite, they must first be introduced.

The National stands ready to assist all our locals in meeting the new Constitutional requirements to provide the data necessary to build a complete picture of our union. While data may well be the world's new most valuable resource, we understand that first it must be gathered, studied, and understood. Our aim is to make sure that, together, we can build UWUA power by helping everyone take the steps to strengthen our union for the road ahead.

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For Politicians Who Claim to Support Veterans, Some Show Their True Colors When It's Time to Do So



John Duffy
National Vice President

Each year on November 11, we recognize the sacrifices and contributions made by our veterans. While support of our veterans is heartfelt by everyday working people, that has not always been the case with some of our elected politicians and others.

President Franklin Roosevelt signed the Servicemen's Readjustment Act, the "GI Bill of Rights," into law in June 1944. The act provided millions of veterans with up to four years of education or training, plus a monthly allowance. The act also offered them federally guaranteed home, farm and business loans with no down payment and provided for unemployment compensation of \$20 weekly for up to 52 weeks for veterans who had served 90 days or more.

GI Bill criticized

Believe it or not, the bill had many critics. In the House, Rep. John Rankin, the chairman of the Committee on Veterans' Affairs, was against the unemployment benefits that the bill provided. Rankin was quoted fearing a "tremendous inducement to certain elements to try to get employment compensation. It is going to be very easy... to induce these people to get on federal relief." Another Rankin comment, suggesting the proposal would reward those who delayed seeking work: "The bane of the British Empire has been the dole system." He also had the following racist comment attributed to him saying: "If every white serviceman in Mississippi... could read this so-called GI Bill, I don't believe there would be 1 in 20 who would approve of it... We have 50,000 Negroes in the service from our state and in my opinion, if the bill should pass in its present form, a vast majority of them would remain unemployed for at least another year, and a great many white men would do the same."

These are certainly deplorable comments to make about anyone, but it's hard to believe that a U.S. Congressman could make these comments about our soldiers returning from war.

Mistreatment of veterans returning from the Vietnam War went beyond politicians. While many people treated them

with the respect they deserved, there were also many that cursed them, and even spat on them. Some veterans were denied VA benefits they were entitled to. In 1974, veterans resorted to holding a demonstration for benefits for all veterans, including Vietnam veterans.

Mental illness treatment, trauma and injury, and suicide prevention are all important topics in the veteran community. And, while the Department of Veterans Affairs (VA) facilities around the country do much for our veterans with the funding they receive from Congress, long waits at VA facilities seem to be the norm rather than the exception.

In fact, a 2015 report by the Government Accountability Office (GAO) showed that veterans still had unacceptably long wait times in order to receive treatment.

Naturally, there are those who advocate for privatizing the VA. But many veterans organizations oppose privatization. It's not the quality of care that's at issue here. The issue is lack of funding from Congress. There

is no excuse for underfunding the VA while Congress votes for tax breaks for billionaires!

UMAP puts veterans to work

There are many organizations that offer help to our veterans. As utility workers, we can all be proud of the accomplishments of the Utility Workers Military Assistance Program (UMAP). There is no greater help we can give to our veterans than a job. Through the UWUA Power for America Training Trust, UMAP has not just found jobs for veterans, but careers in the utility industry. To date, nearly 600 veterans have been trained and hired into the utility industry.

While the UWUA continues to do what it can to provide employment for veterans, funding for the VA remains at grossly inadequate levels. So the next time you see a soldier in uniform, along with thanking them for their service to this country, think about contacting your representative in Congress, and urge them to increase funding for the VA.

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*Fifty-Eight Years of
Service And Going Strong!*

Local 175 member Janice Behnken was recently recognized by UWUA President Jim Slevin for her 58 years of service at Vectren Energy and her dedication to her local's membership. "I'm still working full time for the gas company and when I get off work I volunteer at the union hall pretty much every day," she says. "I am very grateful to my union and this is the way I pay the membership back."



Michelle Soto

Michelle Soto is a shop steward for UWUA Local 132 in California. She's been a union member for over 11 years. As an energy residential technician she responds to emergency calls, services gas appliances and works on equipment and tasks that pertain to gas meters.

Announcing The

2021

Utility Workers Union of America Scholarship Program

For United States **high school juniors** who will be completing or leaving high school and **entering college in the fall of 2021**. This scholarship program was established by Utility Workers Union of America, AFL-CIO for the children of union members. To enter your child into the 2021 Utility Workers Union of America Scholarship Program (**for students who will complete high school and enter college in 2021**), use the link below and complete the following steps of the Entry Form process:

- STEP 1:** Read the scholarship program brochure in its entirety (confirm that you have read and understand the program procedures by marking the check box at the bottom of the page).
- STEP 2:** Confirm that your child meets all participation requirements for the 2021 competition by marking the appropriate check boxes.
- STEP 3:** Complete the online 2021 Utility Workers Union of America Scholarship Program Entry Form.
- STEP 4:** Review the Entry Form for completeness and accuracy, read the Submission Agreement, and submit your child's Entry Form for the 2021 competition.
- STEP 5:** Print and retain a copy of the "Submission Confirmation" for your records.

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

Go to this website

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



Regional Safety Summits on Deck for 2020

Safety is priority number one for the UWUA and its members. The formation of the National Safety Committee in 2019 is proof of that. With electric, gas and water representatives from every region, the UWUA is able, as never before, to make sure everyone gets home safely each and every day.

Over the past year, National Safety Director Scotty MacNeill has traveled throughout every region to help establish local union safety committees and peer-to-peer safety programs where none existed before. He conducted safety workshops and safety leadership training wherever he went, while promoting the Systems of Safety training program conducted by the union's Power for America (P4A) Training Trust.

Having laid the groundwork in 2019, the National Safety Committee is gearing up to conduct Regional Safety Summits in each of the five regions in 2020. Larger locals with union halls are making them available for the summits, allowing smaller locals to participate more fully as the union pushes to make worksites as safe as is humanly possible. In this way, UWUA members will continue the legacy of being the safest, most productive, highest skilled workers in the world.



UWUA Local 369 President Craig Pinkham and National Safety Director Scotty MacNeill present members of the local's Safety Committee with certificates for completing safety leadership training, left to right, Pinkham, MacNeill, Kevin McAnneny, Brian Hannon, Judith Fleming, and Scott Miller. Committee members who were on storm restoration and unable to attend are: Donald Sterling, Patrick Kelly, Michael Mederios, Paul Williams, Jim Moran, Ed Moore, and Richard Boyle.



Local 648 members at the kick-off of their union peer-to-peer and systems of safety (SOS) training programs. National Safety Director Scotty MacNeill and Power for America Executive Director Jon Harmon completed the SOS train-the-trainer and safety leadership training at the Scranton Pennsylvania American Water location. Congratulations to the local leadership for bringing these union safety programs to the membership.



Once again, Local 1-2 celebrated another successful year of the Systems of Safety program. For the tenth year, facilitators came together to review best practices and discussed how to make the program better for next year. Local 1-2 President Jim Shillitto and local officers continue their strong support for the program. Pictured here are, left to right, shop steward Anthony Kalabacas and executive board member Jack Mota.



The Local 609 Safety Committee. The local's leadership team is putting the safety of their members at top of their list of priorities as they prepare for upcoming contract negotiations with their employer NPL, an energy infrastructure construction firm.

WIN A VANCOUVER ISLAND FISHING TRIP

carhartt 



Carhartt and Union Sportsmen's Alliance have once again teamed up to provide one lucky union member and a guest with a once-in-a-lifetime fishing trip to Vancouver Island, BC fishing for salmon, halibut, red snapper, and other species.

ENTER TO WIN
[UNIONSPORTSMEN.ORG/CARHARTT](https://unionsportsmen.org/carhartt)

GRAND PRIZE PACKAGE – 1 WINNER \$15,000 value

- All-inclusive 4-day trip for 2 at Serengeti Fishing Charters in Port Hardy, Vancouver Island, BC
- \$5,000 Cash for travel, taxes, and spending money
- \$2,000 Carhartt gift card to purchase clothing for your trip

RUNNER-UP PACKAGE - 3 WINNERS

\$500 Carhartt gift card to be used on-site or in-store

Must be a Union Sportsmen's Alliance or AFL-CIO affiliated union member to qualify.

Deadline: January 31, 2020



The 2020 Union Sportsmen's Alliance calendar is now available for purchase! UWUA members can purchase calendars for only \$25, a \$10 savings off the retail price. There's a limited amount available, so email cmansfield@uwua.net ASAP to get yours, and register your calendar online to be entered into the weekly raffle:

<https://unionsportsmen.org/calendar/usa/>

Power, Purpose and Priorities!

The 31st Constitutional Convention theme “Our Mission, Protecting Our Legacy, Building Our Future” provides a roadmap for the Women’s Caucus to elevate women to a new level. We are setting the stage for women to hone core leadership skills by creating initiatives and forums for sisters to RISE UP!

The future direction of emerging women leaders within our respective locals is contingent upon a concerted effort to train, mentor, empower and afford women opportunities to realize their full potential. We need women at all levels of union life.

Political advocacy, community partnerships and alliances, internal and external organizing and solidarity actions are all important, but if we are not developing women leaders, we must re-evaluate the time spent in these areas. Our goal is to establish a sustainable pipeline of women transitioning from rank-and-file members to leadership roles

across the country. As unionists and activists, we must lead by example, break down barriers and seize op-

portunities to identify and invest in those who will be our successors.

Our mission is to change the narrative of women being hidden figures. Women build nations, we are architects of society, movers and shakers who are an integral part in fighting injustices. Eleanor Roosevelt said, “A woman is like a tea bag; you never know how strong she will be until she gets in hot water.”

Sisters, be brave enough to dream and move forward. Our purpose is to help others! A sister should never look down upon another sister unless she is looking back to give her a hand up!

The Women’s Caucus will be developing periodic communications via a monthly e-newsletter and Facebook. Stay tuned for upcoming projects, initiatives and calls to action.



Valerie King
Co-Chair, Women's Caucus



Women’s Caucus calendars are being sold for the first time this year. The calendars spotlight women from across UWUA, their diverse roles and words of inspiration. Contact your local for more information.

UWUA Support Was Key to Local 164 Member John Lorenzo Becoming Commissioner of Rostraver Township



UWUA support was key to Local 164 member John Lorenzo winning his race to become Commissioner of Rostraver Township, PA in November. The 40-year-old father of two decided to run for office after successfully opposing the privatization of his township’s wastewater operation. “I want make sure our residents’ interests come first,” he says, adding, “The donation

I received from the National Union was instrumental. I was able to increase my visibility with lawn signs and flyers. I would encourage other utility workers to step up to the plate and run for office. Pictured here, left to right: Local 164 Vice President Scott Marker, National Rep. Jim Lewis, Commissioner-elect John Lorenzo, Local 164 President Jerry Sachs, and Secretary-Treasurer Terry Stevenson.

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

William Armstrong
Richard Bartash
Rashad El Sayed
Steve ‘The Bear’ Ettell
Gary M. Evans
Tim Ferris
Louis Goss
Clyde Howard
Paul Kuchler
David May
Brenda McKinney
Angel Osborne
Lennell Powers
Helen Quinn
Egil Sein
Robert Torres
William Wolterstorff

Local 102-B

Marlon Reid

Local 102-C

Paul T. Babb

Local 102-G

Brent A. Burnett

Local 102-N

Seth Hart

Local 104

Vincent Martinez
Vicki Wilson

Local 106

Matthew Miller

Local 126

Ty Cobb
Vince Jacobs
Terry Thompson

Local 127

Brett W. Dockter
Larry L. Hennewinkel
Thomas L. Lawrence Jr.
Glenn A. Myers
James F. Sanchez
Richard A. Vest

Local 144

Barbara B. Walker

Local 160-C

Brent Ahlvin
Martha Brewer
Scott Eickhof
Mark Engell
James Erickson
Claudia Franceschi

Local 160-C cont'd

John Francic
Michael Garibaldi
Paul Lekavich Jr.
Buddy Luker
Steve Maggiora
Robert Pagano
Daniel Prinvale
Julio Reyes
Gerard Rogers
Nolvia Ruiz
Thomas Ryan
Kathleen Samaripa
Fe Scaman
Maxcine Smith
Kenneth Ray Stratton

Local 223

Mark Beaudrie
Brenda G. Grunwald
Shawn Heacock
Robert Karl
John Kramer
Patricia Martin
Nick Morris
Mary Nanney
Robert Paul

Local 254

Richard Renkert

Local 258

Roger Clark

Local 261

Kathy Phillips
Laura Witvoet

Local 264

Dennis R. Fabrizio
Denise A. Otte
Joseph M. Suchan

Local 270

David Edmisten

Local 273

Mark Dary
Cheryl Gesek
David Welch

Local 369

Gordon Bentley
Thomas Roach
Colleen Thomas

Local 375

Patrick McConville
Alvin Savage

Local 388

Stephen Pierson
Ryan Scott

Local 393

Sebatino A. Napolitano
Kathleen A. Pakula

Local 416

Chester McFall
Jeff Miller

Local 430

Mark S. Mooney

Local 478

John R. Bonar
Thomas J. Fahey

Local 529

Richard Duceman

Local 648

Joe Bukowski
John Golya
Robert Kane
Paul Narsavage

Swenglish Joins National Staff as Region II Rep.

Born and raised in Pittsburgh, PA, newly appointed UWUA National Representative for Region II, Joseph Swenglish, became a member of UWUA Local 433 in 1994. Since then, he has been employed by the Allegheny County Sanitary Authority (ALCOSAN), where he spent the beginning of his career as a welder before becoming a control room operator in the energy recovery facility.

Swenglish was elected Local 433 president in 2009 and has proudly served as president since then. In this role, in addition to representing all union bargaining employees at ALCOSAN, he also negotiates 14 additional contracts and



Joseph Swenglish.

represents members who are covered by them.

He was elected to the UWUA National Executive Board as a Member-at-Large in 2015. He also serves as the Vice President of the Pennsylvania State AFL-CIO and holds the position of Treasurer for the Allegheny County Labor Council.



Stay Connected

Celebrate the Holidays with Union Member-Only Discounts from Union Plus

Exclusive Wireless Savings, Just for Union Members

Save on the monthly service charge of qualified wireless plans, take advantage of additional savings on select accessories, and get the activation fee waived on select devices for new lines of service.

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Happy Holidays!

From UWUA



EMPOWERING OUR LOCALS:



Protecting our Legacy,
Building our Future

2020 UWUA Regional Conferences

The 2020 UWUA Regional Conferences will bring members together to tackle the challenges facing utility workers and prepare for future victories. The schedule for the conferences is as follows:

March 26 – 28	Region V	Redondo Beach, CA
June 4 – 6	Regions II & III	Cleveland, OH
August 13 – 15	Region IV	Chicago, IL
September 17 – 19	Region I	Providence, RI