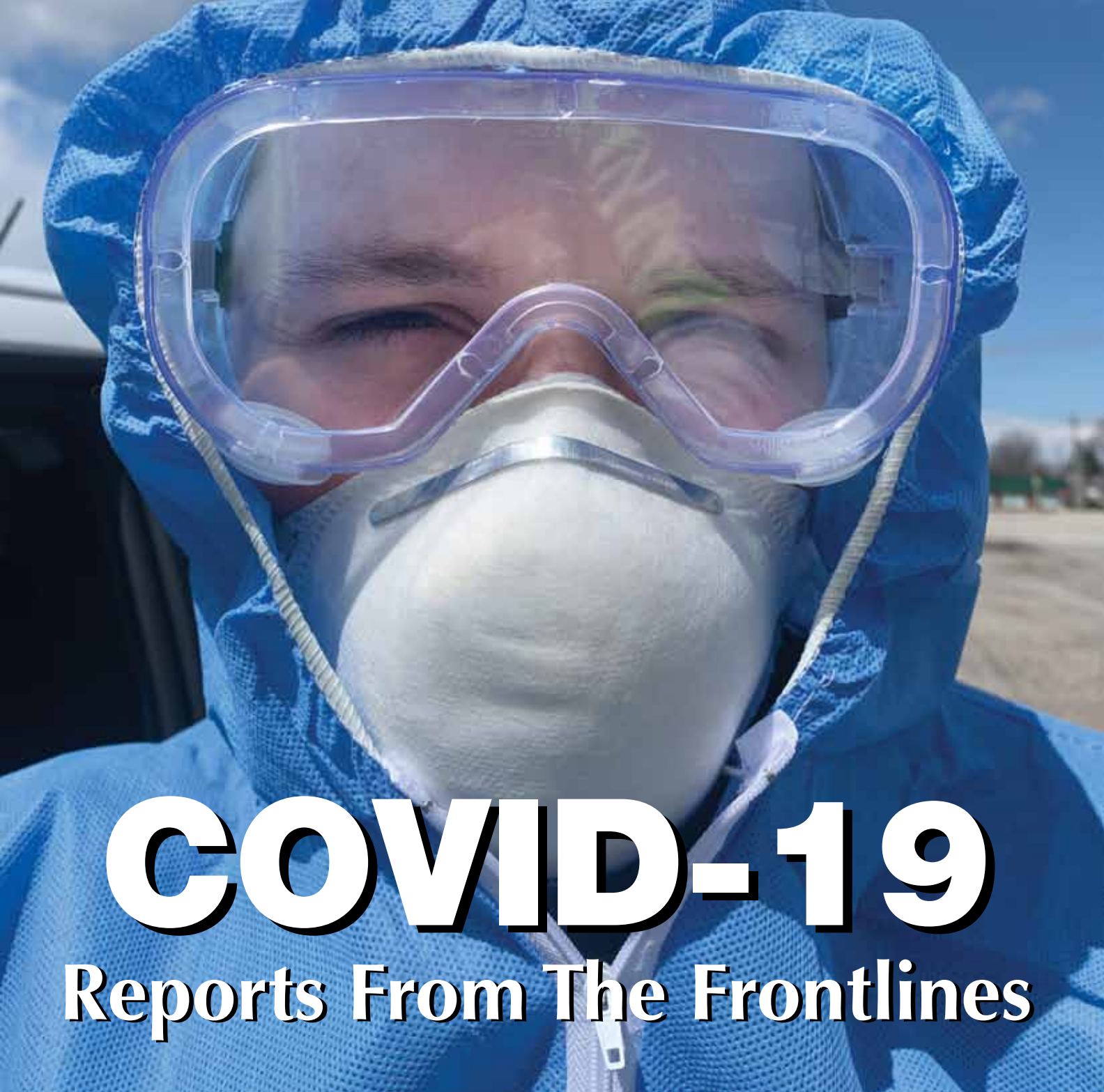


THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXVI, No. 2 April/May/June 2020



COVID-19

Reports From The Frontlines

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Vinnie Pizzuli, Ohio Local G-555.

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COVID-19

Report From The Frontlines



UWUA National Officers, left to right, Secretary-Treasurer Michael Coleman, Executive Vice President Patrick Dillon, President James Slevin, and Vice President John Duffy.

One thing has not changed, the core of what we do as a National Union, supporting our locals in collective bargaining, contract enforcement, and labor disputes. That will never change. If anything, COVID-19 is forcing us to do some things even better.

Starting as a new team of UWUA National Officers, and only seven months in office, we never expected to be facing a pandemic. We feel blessed to be heading such a well-run organization with a membership second to none and the tools in place to tackle any emergency.

After all, we are Utility Workers, the safest, most productive, highest skilled workers in the world!

Throughout the deadly emergency, the staff of the UWUA has proven to be of extreme value to not only the members, but to the organization as a whole. Our national field staff have all been working overtime on COVID-19 issues. Our office staff, too, made the necessary adjustments to ensure that members receive the level of service they expect from the UWUA.

Safety first!

Importantly, we had a powerful national safety program in place before the pandemic hit. Across the country the National Safety Director, along with our National Safety Representatives, local safety representatives, local union leaders, and everyday members are leading the way with their employers in establishing safe work practices to ensure they can continue to provide the highest level of service for the customers they serve.

Our involvement in government affairs is more effective than ever before. This has helped us immensely in monitoring and influencing all the relevant decisions being made in Washington, D.C. and in the states, regarding the COVID-19 pandemic.

Continued on next page



New York Local 1-2 members manufacture plastic shields. Workers in a machine shop produced 40,000 face shields for Westchester County health care workers who are using them for protection as they treat coronavirus patients.



California Local 132 President Eric Hofmann, Secretary Treasurer Milton Davis, Regional Officers Sean Mitchell and Mercurio Moore, and Chief Shop Steward Lita Jimenez partnered with the LA County Federation of Labor to do a food drive.

We are better able to communicate with members, with other organizations and are at the forefront of industry news coverage, thanks to our communications team.

Our finances are healthy and helping us weather this storm. And we have a database that is proving essential in running a national organization with 50,000 members.

A crisis like no other

Recognizing the COVID-19 crisis was nothing like anything we have dealt with before, we all leaned on each other, sharing insights and talking through issues as they arose. As your National Officers, we all agree the two most valuable things are our families and our members. And together, we are standing by the guiding principle: "How would my family feel about the decision I am about to make?"

As soon as the coronavirus started affecting our members, we worked with the National Executive Board, staff, and local officers to closely monitor companies to see which addressed COVID-19 in a proper manner and which did not. At first, many of our employers did not understand the magnitude of the virus. They did not realize how deadly it is.

When we brought our concerns about the safety of our members and their families to their attention, they responded and worked with us to make adjustments in work schedules, working conditions, and even pay and time off. Overwhelmingly, we have been successful in moving the utilities' treatment of our members from what felt to many like "expendable" to "essential." They now understand the importance of keeping us safe, healthy, and on the job.

Union members, and non-union workers alike, have a new sense of the value of a union. Being a union member during a pandemic has proven a huge value, particularly when employers are making decisions on the fly.

Highlighting the best in us

The COVID-19 pandemic has highlighted the best in UWUA members across the country. The ability of the member-

ship to apply their experience from other emergencies, not only as first responders but also committed to service to the public and their customers, has been impressive.

Our members are performing above and beyond their regular duties and responsibilities, particularly as they relate to ensuring their safety and the safety of their co-workers.

We are looking at the COVID-19 pandemic not only as an issue for today, but also as a harbinger of the future in the utility world. We know that after the 1911 Triangle Shirtwaist Factory fire and the 9/11

attacks, society was not the same. This will be true with the coronavirus as well.

We are First Responders!

We are making sure we are part of the change that will inevitably occur and the voice of the Utility Worker is heard. We need to make sure that our first responder status is highlighted and codified and staffing levels in utilities are addressed, because the status quo is no longer effective.

We need more utility workers than ever before and our employers need to start hiring now to prepare for the future. Our members need to be trained and promoted to their fullest potential. And employers need to plan for the possibility that they may not get mutual aid in an emergency.

One can only imagine what the scope of this pandemic would be without the reliable utility service provided by our



Ohio Local G-555 negotiated additional pay for members willing to work in virus hot spots. Pictured here are some of the 160 members of the Customer

Emergency Response Team (CERT) put into place to handle potential COVID-19 work orders.

members. Without electricity, doctors and nurses would not be able to plug in a ventilator. Without clean water, they wouldn't be able to scrub for surgeries and the public would not be able to wash their hands effectively. People would not be able to shelter in place and be comfortable at home. We need to be recognized for what we do and are working to make that happen.

Michigan Representative Elissa Slotkin introduced a resolution in Congress honoring the service and sacrifice of frontline workers fighting COVID-19, including utility workers, and recognizing them not only as essential workers but essentially first responders.

Federal safety standards needed

We are also making sure utility workers, and other essential workers, are protected. We are pushing for federal standards requiring each employer to evaluate their workplace for the risk of airborne disease transmission and developing a comprehensive infection control plan that includes social distancing measures, masks and other personal protective equipment and employee training. Fortunately, we have been successful in getting our employers to do these things. Now it's time to make this federal policy. We need safety standards and we need the federal government to enforce them.

During the early days of the pandemic, the volume of information was making it difficult to determine what was valuable and what was not. We quickly understood the most important information was not what was coming from above but what was actually happening on the ground. With input from the National Executive Board and staff, we created the Incident Communication Structure, or ICS, a formalized communication structure focused more on hearing what was actually happening in the field and responding to those needs, rather than mandating how to respond based on what we were hearing from above.

The ICS is flipping the typical communication triangle from the top down, to bottom up. Modeled on the Incident

Command System used by government, utilities, and others in emergencies, our ICS is allowing the union to share information more effectively throughout our five regions and with our almost 225 locals.

Meanwhile, our Executive Board and National Staff meetings were changed from in-person to virtual. Our conferences in Regions II, III and V were cancelled, and our Regions I and IV conferences are paused, pending the status of the pandemic as those draw near. We are working on future online trainings that, while unable to replace in-person meetings, will provide valuable opportunities for members to gather, share their knowledge and build relationships.

Heightened interest in unions

Since the COVID-19 outbreak, there has been a heightened interest in joining unions. Workers with inadequate safety protections better understand that without a collective bargaining agreement they are powerless to address the crisis at work. More people are realizing that having a union really counts.

Union members, and non-union workers alike, have a new sense of the value of a union. Being a union member during a pandemic has proven a huge value, particularly when employers are making decisions on the fly and not always with worker safety in mind. Just as unions have guided employers through the safest ways to continue providing essential service during the pandemic, unions will continue to guide employers in how to return to normal operations when, and only when, it is safe to do so.

We are in for a period of rapid change. One thing has not changed, the core of what we do as a National Union, supporting our locals in collective bargaining, contract enforcement, and labor disputes. That will never change. If anything, COVID-19 is forcing us to do some things even better.

Stay safe. Stay healthy.
Your National Officers

Reports From The Frontlines

Over the years, UWUA members have been on the frontlines of every major storm and national disaster making sure communities have access to essential services. That remains the case, although this pandemic is throwing new challenges that no one has experience facing. *The Utility Worker*

spoke to a few of the members working on gas, water and electric utilities about how coronavirus has changed their work lives. Here is their experience in their own words.

Interviews have been edited and condensed. If you're interested in sharing your thoughts, please e-mail webmaster@uwua.net.



Eric Baxter

Local 525
Project Inspector in the
distribution department based
in Davenport, IA

“We don’t want to interact with customers at all if we don’t have to. Otherwise we’re trying to keep our six feet of social distancing with contractors and customers.”

We’re keeping social distancing, other than that, work is normal. In terms of regular duties, throughout the year, we’re replacing old water main or putting new water main in the ground for subdivisions. We are responsible for making sure the main is put in properly, filling the main, flushing it and bacteria testing it. We’re also responsible for outages and for tying new main into old main.

Now our engineer has stopped any projects that would mean switching services over so we eliminate being in customers’ homes. We don’t want to interact with customers at all if we don’t have to. Otherwise we’re trying to keep our six feet of social distancing with contractors and customers.

We are in masks if we have to go into the home. For the field service department, those members took their work vehicles home and they don’t even come into the shop. If they need material they come back to the shop. Our meter readers and field service techs work from home. The company has sanitizing bottles and Lysol and wipes that are kept in trucks.

In Memoriam

Remembering Those
We’ve Lost to COVID-19

With heavy hearts, we share the names of our brothers and sisters who have passed away during this pandemic. We send our condolences to their fellow members, families and friends and dedicate ourselves to keeping their memories alive.

If you are aware of others who have passed away who are not listed here, please e-mail Safety Director Scotty MacNeill at john.macneill@uwua.net.

- Joe Caradona, Local 1-2
- Adrian Phillips, Local 1-2
- Rickey Allen, Local 1-2
- Frank Vivola, Local 1-2
- Sherry Green, Local 223
- Eddie Miller, Local 223
- Otis Loper, Local 223
- Luis S. Claris, Local 1-2
- Patrick McGuire, Local 1-2
- Lewis Gugliemo, Local 1-2
- Earl Kidd III, Local G-555
- Reginald Brown, Local 223
- James Johnson, Local 1-2

“The only calls we’re taking are no gas calls or they have a gas leak emergency and carbon monoxide emergencies... We go to homes and ask if they’ve been ill or exposed to someone who has tested positive. No one has said ‘yes’ to me.”

People are calling if they’re smelling gas and I respond and make sure everything is ok.

We’re not doing typical meter work. The only calls we’re taking are no gas calls or they have a gas leak emergency and carbon monoxide emergencies. Our policy as it stands now is we go to homes and ask a series of questions — ask if they’ve been ill or exposed to someone who has tested positive. No one has said ‘yes’ to me.

Entering the home is really weird now. Typically I would go in, I’m not afraid, everything is good. Now, it is a weird feeling. You ask to maintain that six-foot distance. You immediately go into this mode that the house could have the virus, you feel like you’re about to walk into an invisible war zone. You have your mask on and have a hard time smelling.

I appreciate that I have my union. My union has been by our side. Nothing is certain and I love I have somebody by my side.



Jessica Skoczylas

**Local 105
Gas Service Worker based
in Livonia, MI**



William Connolly

**Local 1-2
Lineman based in
Queens, NY**

“It’s been a trying time in this area that’s been impacted greatly by COVID-19. We’ve had people go in houses where people are sick and had many members come down with this. Sometimes there’s a communication barrier — you don’t know who’s sick and who isn’t.”

I work second shift in Queens. I do linework, we don’t interact with the public every single minute.

It’s been a trying time in this area that’s been impacted greatly by COVID-19. We’ve had people go in houses where people are sick and had many members come down with this. Sometimes there’s a communication barrier — people are speaking many different languages — you don’t know who’s sick and who isn’t.

I’m volunteering as an EMT. It’s busy. Friday night we had 36 calls in a 24-hour period. Usually it’s 16-20 calls per day.

It’s not about giving something up, it’s about doing more. I guess if you were on the other end you’d want someone to come and as long as we’re safe enough to do it then we’ll do it.

How is the union supporting you during the pandemic?

**Bob Fitzpatrick**

Local 534 President

“Our e-board and shop stewards have been communicating regularly with the general membership. We’ve been working with management to reduce exposure time by modifying rotating shifts. We have established a new policy regarding work-related injury treatment, prescription refills, and help to reduce the risk of infection.”

**Scott Miller**

Local 369 Executive Board Member

“Local 369 has been doing a great job keeping all of us updated on the most current information available during this unprecedented time. The local also gets the information that is provided to them from the National Union through Local 369’s National Safety Rep. out to the membership in a timely fashion. This keeps us updated, not only on what’s going on in our region but what’s happening in other areas of the country.”

**AJ Angelovic**

Local 127

“I feel like the local is supporting me during this pandemic by keeping me informed of what is going on with the company as far as new policies and implementations that deal with COVID-19. I really think that the union is taking action on issues that will affect me pertaining to this virus. They really are doing a good job!”

**Mauro Conte**

Local 686

“As a blue-collar union man, daily certainty helps me sleep at night. With the current state of the world’s work force, Local 686 stepped up and made sure that we kept working. Local 686 immediately put into action new safety protocols for everyone, providing step-by-step guidelines and contact information for assistance. They modified sick and personal times to help alleviate the stress of caring for loved ones who were affected by closures and sickness. Local 686 made sure the well being of its members came first. In a whirlwind of potentially dangerous situations, Local 686 has done its part in helping me sleep well at night.”

**Kevin Harris**

Local 1-2

“The union was able to negotiate alternating working from home for a week then back in the field for a week during the height of the pandemic to reduce our risk of exposure.”

**Bryan Triemstra**

Local 150

“The union made sure that it wasn’t going to be business as usual and the same sort of work until we had the proper PPE to do it. We’ve reduced the type of work we’re doing to be safer. We’ve been home site reporting, a lot of us, and we’ve had no more than one person per vehicle. Now that we’ve made sure that everyone’s got access to the right kind of PPE, we’re now starting to do a bit more work.”

'WE DID IT!'

Workers at MA's largest power plant prevail in strike!



Congressman Joe Kennedy III, above, joined the picket line in support of the 36 striking workers at Exelon's Mystic Generating Station. "If this plant is going to run, the community deserves to know that it will be done safely and with a highly skilled workforce," he said. "We have a company that is willing to risk

the safety of our community and the well-being of our workers to increase their profits. We won't let that happen — not here, not today, not ever." Photo right, Kennedy with Local 369 President Craig Pinkham.

Shortly after 11:59pm, on Friday, March 6, when UWUA Massachusetts Local 369's contract with Exelon expired, the 36 members at the Mystic Generating Station went on strike.

With numerous negotiating sessions proving unsuccessful, workers sounded the alarm to raise concerns that Exelon, one of the largest corporations in America, was cutting corners. Including deferring maintenance, jeopardizing public safety and the retention of highly skilled plant operators.

Gaining public support

Striking workers quickly gained the support of the state's labor movement and local elected officials, including Congressman Joe Kennedy III, and three days later they reached an agreement on a new contract with the company. The five-year agreement guarantees job security, a signing bonus, annual raises, and increased sick and vacation time.

Still, as Local 369 President Craig Pinkham says, "Not every work stop-

"Because of this strike, and all the community support, today this plant is being run by highly skilled workers with continued protections and improved working conditions."

— Craig Pinkham, President, Local 369

page is a about economics and money. Sometimes contract language on workers' benefits, working conditions and safety far outweigh a general wage increase or paid time off."

Protecting members from possible sale

With Exelon preparing for the possible sale of the Generating Station, the company proposed language giving a new owner the right to amend, change, and impose conditions without the union being able to grieve or arbitrate them.

"That would wipe out our level of

health care benefits, 401(k), pensions, and retiree medical care. We couldn't allow that," Pinkham says. And in the end, the local secured contract language protecting members from any changes with a possible sale.

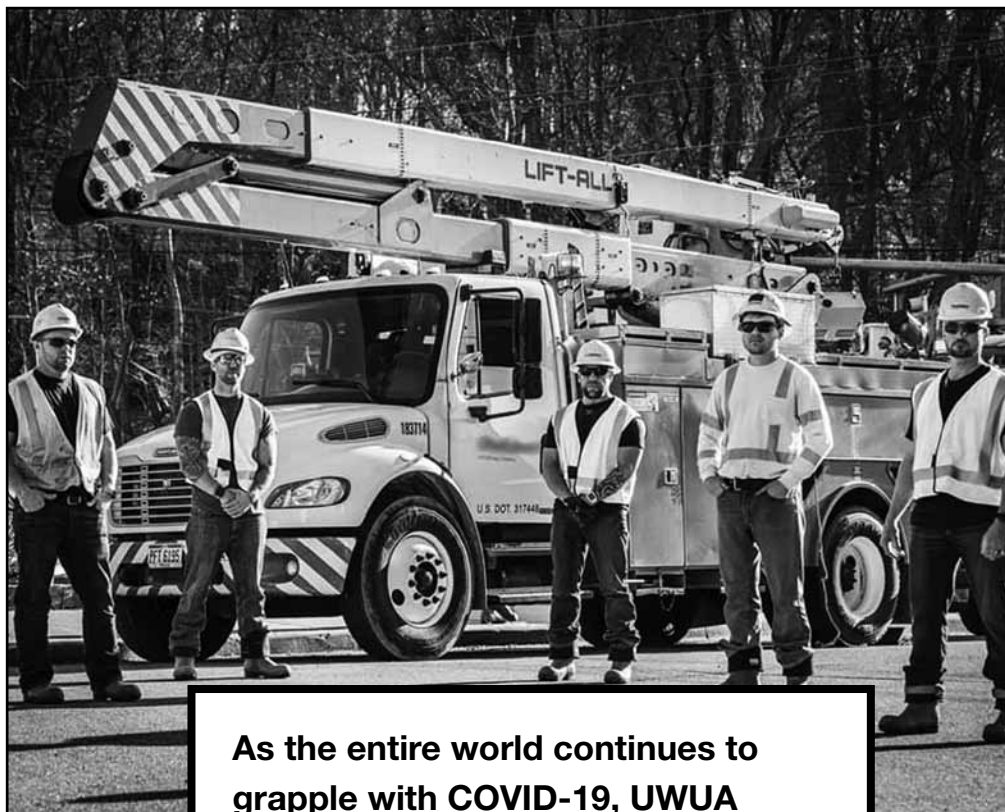
Unanimously ratified

The Generating Station is a 2,001-megawatt fossil power plant, the largest in Massachusetts, providing electricity for millions of people, homes and businesses in Greater Boston and throughout the state.

"This strike resulted in a huge victory for the community and the workers who spoke up," Pinkham says. "Because of this strike, and all the community support, today this plant is being run by highly skilled workers with continued protections and improved working conditions. Safety concerns are being addressed and crucial maintenance upgrades are going to be made."

The new contract was unanimously ratified, 36 – 0, by the members. "The results of our ratification vote confirmed we did the right thing," Pinkham says.

A New Normal for Utility Workers



UWUA Members Impacted by Coronavirus

As the entire world continues to grapple with the ongoing public health and economic crises created by the COVID-19 virus, the UWUA's members have risen to the challenge. As essential workers operating and maintaining the most critical life-supporting infrastructure in society, the UWUA membership has gone above and beyond to keep the lights on, heating and cooking systems operating, and the water flowing. Without the hard work members perform every day, the ability of other Americans to 'shelter in place' would be nearly impossible.

The UWUA has fought for its members' ability to continue their essential work as safely as possible, knowing the risks of

As the entire world continues to grapple with COVID-19, UWUA members are operating and maintaining the most critical life-supporting infrastructure in society. Without the hard work members perform every day, the ability of other Americans to 'shelter in place' would be nearly impossible.

exposure, many of these services must run just so that the rest of the country can continue to enjoy life. Unfortunately, hundreds of members have recorded cases of COVID-19 and, tragically, 13 of have died from the illness so far. The UWUA is proud, and humbled, to serve these heroes as they serve society.

No members make the union prouder than those who respond to infrastructure crisis just as police, fire and rescue crews, and medical professionals respond to personal crisis. No matter what else may be taking place, UWUA members roll out of their show-up yards every day in response to gas leaks, downed electrical equipment, and water main breaks.

Continued on next page



In a recent trip, UWUA staff learned how the German government is including trade unions in crafting national policy during the country's energy transition. Pictured here are: second from left, UWUA Director of Government Affairs, Lee Anderson, and third from left, Director of Renewable Energy James Harrison, at the Welzow-Sued opencast lignite mine.

The UWUA is also proud to say that most utility companies around the country that are signatories to UWUA contracts are taking a high-road response to the current crisis by voluntarily suspending physical shut-offs of utility services. With unemployment now reaching Great Depression levels, few actions could do more to further harm people, and undermine public health and safety, than mass shutoffs of energy and water supplies. The union supports these voluntary actions by utilities.

In order to economically buoy up the millions of people currently navigating this crisis, the union also wholeheartedly supports existing programs and new proposals to provide direct government support — whether federal or otherwise — to families struggling to keep up with some of the most basic costs of living, namely their utility bills. No one should be faced with a choice between paying a utility bill or buying groceries.

As utilities suffer massive revenue drop-offs due to the pandemic and the drops in customer usage that have resulted, utility workers are in danger of losing the ability to respond in a timely fashion if they are not kept in the workforce. For this reason, the union is actively working to stop ill-considered public policies, such as mandatory government control over utilities that could jeopardize members' job security.

UWUA Continues to Move National Energy Policy

Early this year, in the months before COVID-19 came to dominate the policy arena, the UWUA continued its efforts to speak for workers and communities by coming together

Early this year, in the months before COVID-19 came to dominate the policy arena, the UWUA continued its work to speak for workers and communities by coming together in an unusual but badly needed alliance to address the other global threat facing us, that of climate change.

in an unusual but badly needed alliance to address the other global threat facing us, that of climate change.

In partnership with Senator Sheldon Whitehouse of Rhode Island, UWUA National President, Jim Slevin, announced support for using carbon pricing as a means of generating the public revenue necessary to secure a future for so

many hard-hit regions around the country coping with an ever-changing energy industry. There should not be, and does not need to be, a trade-off between protecting the planet from destruction and supporting workers who have spent their livelihoods in carbon-intensive industries that also sustain the economy.

A carbon price could mean the difference between a controlled descent and the steep crash that is currently taking place. Doing this would also be critical to honoring the workers who have mined coal and operated and maintained the power plants that built America. With carbon pricing, the economic redevelopment of entire regions that have depended on coal for their economies could be funded.

UWUA Studies National Energy Transition

In February, UWUA staff took part in an international exchange program, funded by the German government, with the goal of learning from that country's approach to national energy transition. The trip provided broad insight into why and how Germany has mapped out a national plan for transitioning away from the use of coal and what this means for the social, economic, and political future of their country.

Germany, like the United States, faces a deeply complex set of challenges in restructuring its energy and industrial

Harrison Named Director of Renewable Energy

Senior National Representative for Region IV, Jim Harrison, recently took on a new assignment as the UWUA's first Director of Renewable Energy. The Utility Worker spoke to him about his new roll and what it means for the future of the union.

What is your new job?

I am the Director of Renewable Energy. The roots of this position started with our work with the BlueGreen Alliance (BGA) in 2009 when Congress was considering carbon pricing legislation. At that time, President Langford appointed me to be the UWUA's representative on the BGA's Steering Committee. The premise of our work with the BGA is to balance worker and environmental interests by working together to solve today's environmental challenges in ways that create and maintain quality jobs and build a fairer economy for workers. Someone shouldn't have to trade a good union job for a "clean job."

Why was the position of Director of Renewable Energy created?

Nationally, the electric utility sector has been, and continues to be, transformed by the expansion of natural gas

generation and with more and more states developing renewable portfolio standards along with the falling costs of renewable energy technologies. This has irreversibly changed the nation's energy mix.

The idea of creating this job was explored during the UWUA National Convention last July. Then in December, the National Officers held a strategy meeting to talk about what the future looks like for the UWUA and what policies and initiatives are needed to address industry changes to protect our members and grow our union. President Slevin decided to have someone focused on the growth of renewable energy, created a new position and made it official starting February 1.



Jim Harrison

Continued on next page

sectors. In contrast to the United States, where these decisions are mostly being left to 'market forces' however, the German approach has been to set about a process of national planning and management of the various transitions.

Some fundamental principles drive the German approach — a national, legal mandate to plan for and draw down the coal sector; robust buy-in and participation by all affected stakeholders, including organized labor; long-term commitments from government and stakeholders to manage the process over the next two decades; and a recognition that many of the fine details will be determined along the way through a co-decision process, one that very much includes continued collective bargaining by German trade unions for affected workers.

Even prior to the creation of this national plan, however, as UWUA staff witnessed first hand, former coal communities — with the assistance of the German national government — already have been, and are continuing, to re-invent themselves and change identities in order to maintain a sense of identity and social cohesion.

A key overarching goal is to preserve not just physical communities, but a sense of community identity that underlies them, and gives people a reason to continue to live in them, stay connected to one another, and maintain a stable society. The challenge for American trade unionists will be to transfer the lessons learned by the Germans to the United States and insist that the federal government act with equal decisiveness, stakeholder inclusion, and long-range foresight.

UWUA Continues Fight for Low-Carbon Coal

In concert with allies in the Carbon Capture Coalition, the UWUA has continued to advocate for targeted action on infrastructure in future economic recovery legislation that may come later in the year. Once the immediate national health emergency has stabilized, it is anticipated that the federal government will begin looking to invest broadly in the economy — particularly in infrastructure projects — as a means of post-pandemic recovery.

To that end, the union is advocating for a number of long-term strategies for the build-out of low-carbon fossil energy, including: enabling the retrofit of existing power plants with carbon capture technology and supporting project development and employment; making industrial and power plant carbon capture and direct air capture technologies eligible for a broader array of funding mechanisms; funding saline carbon storage projects; and funding sufficient permitting capacity to meet the increase in carbon storage project permit applications that are anticipated.

The Path Forward

Many challenges lie ahead in the months and years to come as the pandemic, climate change, and an ever-changing energy sector continue to impact UWUA members and their communities. Just as they have risen to the public health and economic challenges of the last few months, however, Utility Workers will continue to find a way to keep the country moving, and charting a positive course for a better future.

Continued from page 13 – Harrison Named Director of Renewable Energy

The National Officers understand that as more of our fossil generation assets are taken offline and replaced with renewable energy technologies that we should take advantage of that and develop union growth in that sector. We've always represented workers in generation, whether that was old stoker fired boilers, unit boilers, or nuclear power plants. Renewable energy work should be our work as well.

What is the future of renewable energy?

The UWUA was founded as a Congress of Industrial Organization (CIO) chartered union. That means we have a history of organizing industry-wide as opposed to along strict trades line. The utility scale construction of renewable energy is already heavily unionized by the building trades. However, the operation and maintenance (O & M) side isn't. So there are a lot of opportunities there to organize. We believe those jobs should be our jobs and we can build utility worker density across the spectrum of renewable energy.

We've always represented generation jobs and there's no reason why we shouldn't represent them in the renewable energy sector. It's going to be different than traditional organizing because the assets are spread out. It's going to take problem solving. It's going to take new ways of communicating with people. But there is no reason why everybody in the country who is working class should not be represented by a union. And since our circle of influence is with our employers and our industry that's our target.

Can you give us a concrete example of how we are addressing the transition to renewables?

Let's take utility scale wind farms as an example. They are built under warranty by whoever constructs them. Just like a car, after they come off of warranty, it's up to the owner to develop an operation and maintenance workforce. They might contract it out or bring it in house. Right now, because of the age of the fleet, there are lots of wind farms that are coming off of warranty and utility companies are looking at who is going to operate and maintain them. Now is really a good time for the UWUA to begin looking at who operates and maintains these assets and whether they are ripe for organizing.

There are lots of states where the UWUA has a presence and where UWUA represented employers have renew-

able energy assets, which means there are opportunities. Taking Michigan for example, it's a state where we already represent O & M technicians at a wind farm. Our interest

is to continue to grow that. The Michigan State Utility Workers Council clearly sees these opportunities. They are the first in the country to develop a DOL certified renewable energy specialist apprentice program that provides skills in solar, wind and battery storage.

A lot of my work right now is beginning to understand what the playing field looks like; where certain assets are, who owns those assets, whether

or not they are unionized, part of a parent company, or whether they are under a purchase power agreement, understanding what state or federal legislation looks like, what direction states are heading and whether or not state or federal legislation might change the industry.

What do you tell UWUA members who are fearful that they might lose their jobs in the switch to renewables?

First and foremost, we support policies and believe in "all of the above technology" with respect to the nation's energy mix, as well as responding to and reducing the effects of climate change. So, we are doing everything we can to make sure that coal assets, in particular, stay online for as long as they can. However, we have limited influence in ensuring that happens because we are not the owners. The market is driving a lot of what's going on. Cheap natural gas and the fact that renewable costs are dropping are making heavy fixed, and centralized assets less economical.

You can't match the jobs our members have in the fossil fuel and nuclear generation with jobs anywhere else. We have always advocated for our members to keep these jobs and, when that's not possible, to make sure there is economic relief to those members and their communities to try to ensure a soft landing.

I don't approach this job as though we are shifting away from coal or gas. The fact of the matter is, there are more renewables coming to market and renewables are one of the lowest organized sectors in our industry and we should be working to organize there. That's not at the exclusion of coal plants, that's on a parallel track.

"We've always represented workers in generation, whether that was old stoker fired boilers, unit boilers, or nuclear power plants. Renewable energy work should be our work as well."

Utility Workers Union of America, AFL-CIO

Statements of Financial Position*

December 31, 2019

ASSETS

Current assets

Cash and cash equivalents	\$ 3,467,909
Accrued interest receivable	\$ 3,872
Per capita dues receivable	\$ 1,453,365
Accounts receivable	\$ 134,974
Receivable from locals for bond premiums	\$ 1,768
Prepaid expenses	\$ 96,458
Total current assets	\$ 5,158,346
Investments	\$ 16,147,435
Furniture and equipment	\$ 51,828
Total assets	\$ 21,357,609

LIABILITIES AND NET ASSETS

Current liabilities

Accounts payable and accrued expenses	\$ 377,710
Deferred per capita dues	\$ 6,644

Total current liabilities	\$ 384,354
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Long-term liabilities

Accrued postemployment benefits cost	\$ 1,736,214
Deferred rent	\$ 68,325
Deferred compensation liability	\$ 825,760
Total long-term liabilities	\$ 2,630,299

Total liabilities	\$ 3,014,653
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Net assets

Without donor restrictions	\$ 18,019,873
With donor restrictions	\$ 323,083
Total net assets	\$ 18,342,956
Total liabilities and net assets	\$ 21,357,609

Statements of Activities*

December 31, 2019

REVENUE	Without Donor Restrictions	With Donor Restrictions	Total
Per capita dues	\$ 13,074,085	\$ -	\$ 13,074,085
Initiation and charter fees	\$ 24,207	\$ -	\$ 24,207
Interest and dividends – net of investment expenses	\$ 295,744	\$ -	\$ 295,744
Net appreciation (depreciation) fair value of investments	\$ 946,371	\$ -	\$ 946,371
Contributions	\$ -	\$ 113,997	\$ 113,997
Royalties	\$ 70,047	\$ -	\$ 70,047
Transfer of assets from dissolved Local Union	\$ 959,887	\$ -	\$ 155,629
Other	\$ 155,629	\$ -	\$ 155,629
Net assets released from purpose restrictions	\$ 6,270	\$ (6,270)	\$ -
Total revenue	\$ 15,532,240	\$ 107,727	\$ 15,639,967

EXPENSES	\$ 13,172,788	\$ -	\$ 13,172,788
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Change in net assets	\$ 2,359,452	\$ 107,727	\$ 2,467,179
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NET ASSETS

Beginning of year	\$ 15,660,421	\$ 215,356	\$ 15,875,777
End of year	\$ 18,019,873	\$ 323,083	\$ 18,342,956



Michael Coleman
Secretary-Treasurer

Statements of Functional Expenses*

December 31, 2019

Salaries	\$ 4,448,434
Lost time payments	\$ 61,180
Payroll taxes	\$ 328,644
Pension	\$ 1,195,058
Health and welfare benefits	\$ 877,905
Postretirement benefits	\$ 430,642
Hotel and meal expenses	\$ 504,391
Transportation	\$ 566,314
Executive Board expenses and allowances	\$ 430,108
Office rent and services	204,453
Supplies and materials	\$ 51,368
Postage and delivery	\$ 44,303
Telephone	\$ 136,751
Insurance	\$ 177,487
<i>The Utility Worker</i>	\$ 221,467
Professional services	\$ 1,111,874
Dues and subscriptions	\$ 56,075
Scholarships	\$ 11,270
Contributions	\$ 36,325
COPE Fund contributions	\$ 6,270
Affiliation fees	\$ 483,697
Training	\$ 32,450
Convention, conferences and meetings	\$ 1,598,463
Depreciation and amortization	\$ 43,269
Other	\$ 114,590
	\$ 13,172,788

Schedule of Changes in Net Assets by Fund*

December 31, 2019

	General Fund	Special Defense and Organizing Fund	Convention Fund	Health & Post Retirement Benefits Fund	Political Legislative Education Fund	COPE Fund	Total
Beginning balance 1/1/19	\$ 8,865,243	\$ 4,612,371	\$ 1,326,634	\$ 849,585	\$ 6,588	\$ 215,356	\$ 15,875,777
Fund transfers	\$ (1,000,000)	\$ -	\$ -	\$ 1,000,000	\$ -	\$ -	\$ -
Excess (deficiency) of revenue over expenses	\$ 2,504,463	\$ (336,756)	\$ 121,475	\$ 70,382	\$ (112)	\$ 107,727	\$ 2,467,179
Ending balance 12/31/19	\$ 10,369,706	\$ 4,275,615	\$ 1,448,109	\$ 1,919,967	\$ 6,476	\$ 323,083	\$ 18,342,956

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

Juanita Ray Joins National Executive Board

Meet Juanita Ray, the newest member of the UWUA's National Executive Board. Recently elected President of Michigan Local 223, Juanita replaces retired president Mike Smith. The first African-American female president to lead the 4,000 members at Detroit Edison (DTE), Juanita says, "I worked very hard to achieve my position in UWUA Local 223 by focusing on unionism."

Juanita joined Local 223 in 2000 as an instrument and control technician. Formerly an active member of the United Auto Workers (UAW), she brought her passion for representing workers to her new local. A feminist who believes there isn't a ceiling that can't be broken, Juanita has a number of goals as Local 223 president and as a National Executive Board member, among them, "Making sure utility workers are recognized for their work in the communities that we serve, that's huge for me," she says.



Juanita Ray

Deb York Retires



Deb York

Deb York, who has played an important role in the workings of the National Union for more than 10 years, retired on May 31. She started working part-time for the UWUA when former President Mike Langford took office in 2007. She began full-time with UWUA in 2010, working as an administrative

assistant to Langford and former Executive Vice President Steve VanSlooten.

Deb worked on many special assignments for the officers of the National Union. In addition, she assisted in planning national meetings, conferences and conventions. Always in the background, Deb made things happen and got the job done!

Married with two children, two grandsons and seven step grandchildren, she is looking forward to spending time with family. Thank you Deb for everything you have done for the UWUA.



Jerry Acosta

Jerry Acosta Retires

Jerry Acosta, Senior National Representative for Region V, has retired after more than 40 years in the utility industry, most of them spent serving the 5,000 UWUA members of California Locals 132, 522 and 483 at SoCal Gas.

Jerry joined Local 132 in 1977 as a young Chicano activist in Los Angeles. He began his gas company career as a Customer Service Field Representative. He was first elected to serve as Trustee for Local 132 and subsequently became Area Officer for the Southern Region, representing the Compton, San Pedro and Huntington Park areas. In 1984 he became the local's first Business Manager and then President and Chief Negotiator in 1988, serving in that capacity until 1991, when he was hired by then UWUA National President Jimmy Joy as Region V Director. He was elected to the National Executive Board the following year.

Jerry Acosta has spent more than 40 years in the utility industry, most of them serving the 5,000 UWUA members of California Locals 132, 522 and 483 at SoCal Gas.

In 1997, Jerry was tapped by former AFL-CIO President John Sweeney as the Arizona State Field Director, moving up to be the Deputy Director of the Western Region in 2001 and then the Regional Director, where he served until 2010, when he rejoined the staff of the UWUA as the National Senior Representative for Region V.

Throughout Jerry's career he was supported by his lovely wife and high school sweetheart Debbie Acosta, who played a crucial role in raising three children; Daniel, Frances and Marina. Jerry and Debbie plan to spend more time enjoying their four grandchildren; Dana, Emiliano, McKenzie and Lincoln Edward.

Bel Air, Maryland American Water Workers Win Contract Victory

American Water workers from Bel Air, Maryland ratified a new five-year contract with Maryland American Water on March 2, that includes an average 2.75% annual wage increase, an additional paid holiday, the elimination of a step to get to the top of the wage scale and a host of other working condition improvements. The tentative agreement was unanimously ratified by the membership.

The Bel Air unit was part of a group of American Water workers represented by UWUA Local 537 who decided to join a newly formed independent Association in October 2018.

Return to the fold

About a year after leaving the UWUA, members of the Bel Air bargaining unit realized they made a big mistake. “We got no representation from the Association,” says Justin Hawkins, who works in distribution. “We were working without a contract and they never came by to tell us what was happening. Things weren’t going well with the Association so we got back in touch with the National Union,” he adds.

As a result, the UWUA quickly signed up nearly 100% of the bargaining unit and petitioned for an election with the National Labor Relations Board (NLRB). On February 6, 2020, the Bel Air unit voted 8 to 1 to return to the UWUA as members of Local 648. Shortly after the NLRB certified the election, the UWUA went to work with the bargaining unit’s members and leadership to negotiate a new contract with American Water.

“Things have been great since we rejoined the UWUA,” says Cory Coons, a Bel Air plant operator. “Communication has been good. Any questions that we’ve had have been answered or found answers for. The National’s negotiators were excellent. We had conversations about how to go about getting what we

“Communication has been good. Any questions that we’ve had have been answered or found answers for. The National’s negotiators were excellent. We had conversations about how to go about getting what we wanted. They listened to us and were very good at negotiating.”

— Cory Coons, Bel Air plant operator



Welcome back! Cory Coons, left, and Justin Hawkins are now enjoying the benefits of a UWUA contract after being without one for a couple of years. “We were very happy working with the Maryland guys to bring them back into the UWUA,” says Local 648 President Ed Kastriva. “That’s the whole idea, the more people we have, the more unity we have, the stronger we are. We’d be willing to work with anyone from former Local 537 and bring them back in,” he adds.

wanted. They listened to us and were very good at negotiating.”

This is in sharp contrast to the experience of those who were part of UWUA Local 537 and remain in the independent Association. These groups have not been able to negotiate new contracts with American Water and they have gone without wage increases, improved benefits or working conditions for a couple of years. They also do not have the ability to arbitrate grievances to protect their members. This “experiment” with an independent association has turned out to be a disaster for these workers, but the UWUA would welcome their return. Any organization can make promises, but success should be measured by results, and in Bel Air, Mary-

land and throughout the country, the UWUA gets the best results for American Water’s workers.

UWUA representation is best!

“I realize that we are literally 10 or 11 guys and we are not a big operation,” Coons says. “And yet we are receiving great representation from Local 648 and the National Union.”

“We welcome back the Bel Air unit and are glad to see them return to the UWUA family,” said UWUA President James Slevin. As a National Union with over 2,000 members who work for American Water throughout the country, the UWUA has the tools, experience and power to bargain good contracts for members at American Water.

The UWUA Objection Plan Year July 1, 2020 — June 30, 2021

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, 2020 to June 30, 2021, 91.36% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. The applicable non-germane percentage of 8.64% 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.



Emergency Response!

As every UWUA member knows, prior planning prevents poor performance. While no one could have known that a pandemic was on the way, less than a year ago, the UWUA had the foresight to establish the National Safety Committee with representatives from every industry in each of our five regions. The Safety Committee is dedicated to sharing resources and insights that empower UWUA members to protect themselves and their peers while they are on the job.

National Safety Committee On It!

Having the National Safety Committee already in place made it possible to respond to COVID-19 in an organized, systematic fashion to protect our members and the public we serve. This is another example of how we are living up to the motto: “We are the safest, most productive, highest skilled workers in the world.” And we should all take pride in that.

When the coronavirus hit, the Safety Committee immediately responded with a survey, reaching out to the leadership of every local to coordinate and disseminate information and keep them updated on Centers for Disease Control (CDC) guidelines. Topping the list of concerns was securing a copy of each employers’ pandemic plan and, where there was none, helping create it. Committee members then reviewed the plans with local leaders to make sure they met state and federal requirements.

Through the survey, locals have made it known that they are looking for training and education on COVID-19. We are now in the process of working with the National Union to develop learning tools that will be shared nationally.

The National Safety Committee supported local leadership

in urging employers to implement measures that protect our members while they are on the job. And, when necessary, the Safety Committee worked with local leaders to get employers to examine sick leave and remote work policies as well as safety procedures and essential staffing plans.

Committee members also developed a COVID-19 Visitor Questionnaire to screen all visitors prior to entry into company facilities.

Working closely with the committee, the UWUA’s Communications Department set up a COVID-19 resource page on the National Union’s website – <https://uwua.net/covid/> – to share the latest federal and industry tools to support members performing work during the COVID-19 pandemic.



Among the resources on the website are links to:

- Core Principles for Worker and Community-Centered Pandemic Response
- Overview of Hazard Assessments for COVID-19
- COVID-19 Member Guidance and Recommendations
- Safety Message – Tip Sheet
- Employer Site Visitor Questionnaire
- Letter from AFL-CIO to Lawmakers Urging Worker Protections (April 16, 2020)
- Respirators, masks & face shields
- A video message overview from UWUA President James Slevin
- In Memoriam – Honoring Those We’ve Lost to COVID-19

Members are urged to visit the resource page and sign-up for e-news alerts to stay up-to-date on safety news.

We are in just the first inning of what will be a long, hard battle to contain the coronavirus while continuing to safely provide essential services throughout our nation. We’ve learned a lot and have set up systems to address the challenges COVID-19 presents. But we have a long way to go. We will continue to do whatever it takes to protect our members and the public.

We should all take pride in the fact that, because we were prepared to address safety issues on a national level before the outbreak of the pandemic, we were able to save lives.

Stay Safe. Stay Healthy.

Safety Message

- If you touch it (phone, computer, vehicle tools) wipe it down with sterilizing wipes before and after you touch it
- Remember to dispose all wipes, towels and rags that you use to wipe any surface
- Don’t forget to clean your safety glasses and hard hat before you put them on
- If you encounter a hazardous situation on your job, stop! Inform your supervisor if you cannot resolve the hazard, call a timeout/stop the job, inform your shop steward





WOMEN'S CAUCUS

Valerie King, *Chair, Women's Caucus*

It is Just an Intermission! We Will Be Back Shortly!

The COVID-19 pandemic has slowed down the world as we have known it to be. Many of our lives have been forever changed; the loss of life of our fellow brothers and sisters, family members and friends has created emotions of sadness, despair, numbness, and anger for a myriad of reasons. This too shall pass! We will rise up, stronger, but it will take time, a new normal, a new way of living has begun and more to come on the horizon. In coming months, our resiliency, unity, and plans moving forward will be

crystallized on all levels, locally, regionally and nationally. There is still much to do! Our Women's Caucus Committee will reconvene conference calls, so that the 2020 initiatives such as the UWUA 2021-2022 women's calendar, celebration of the 100th anniversary of the women's suffrage, women's training and development educational workshops (train-the-trainer), U.W.U.A. (Union Women Uniting America) women's regional educational conferences and F.L.O.W. (Females Leading Our World) regional education conference reception will need to be adjusted and formatted to meet new parameters.

This is not a setback, it is a setup! All we need is the plan, our established roadmap to our destination. Undoubtedly there will be detours like the one encountered with the pandemic,

but we will remain on course by utilizing our GPS (Guiding Principles for Success).

Ideally, the seven essential components of our GPS:

- 1) dedication to training and development of women leaders,
- 2) fostering an atmosphere of continuous learning,
- 3) investing in women by helping them rise up to challenges (challenging them to be strategic, creative and to inspire others),
- 4) coaching and mentoring,
- 5) building self-awareness and checking the ego,
- 6) building visionary thinkers,

and lastly, 7) fostering passion about succession since there is no greater reward than passing the baton to the next generation of leaders.

The Women's Caucus Committee members are the change agents who will be leading and guiding locals in building relationships, alliances with other AFL-CIO affiliates, community partnerships, and advocating for social justice. We look forward to the continued support of all our brothers and sisters as we navigate the peaks and valleys that are commonplace when working on multiple grassroots initiatives simultaneously. Remember, we are Stronger Together! 2020, Get Out the Vote! When we vote, we have a seat at the table. There is no time like the present to rise up and be counted!

"This too shall pass! We will rise up, stronger, but it will take time. In coming months, our resiliency, unity, and plans moving forward will be crystallized on all levels, locally, regionally and nationally."



HUMAN RIGHTS

Nate Waters, *Chair, Human Rights Committee*

When Will It Stop?

In the past few months I have personally witnessed and felt the effects of losing family members, friends, and co-workers to one of the most horrific pandemics in history. To have to watch helplessly as people you know and love lie in a hospital bed surrounded by medical professionals and not be able to have loved ones nearby to hold their hands and encourage them through the ordeal is all but unbearable. To have family members die alone in a hospital bed attached to a ventilator and not be able to say goodbye is heart breaking. And yet, that is exactly what's happening in many parts of our great country.

COVID-19 disproportionately kills people with diabetes, heart disease, asthma, high blood pressure, and other preexist-

ing conditions. It also kills the elderly, people of color and low-income folks who suffer disproportionately from the maladies mentioned above.

Until we as Americans come together and get on the same page as to how to handle this crisis effectively, many more will die needlessly. Science tells us that with proper personal protection equipment (PPE), social distancing and stay home / stay safe recommendations, lives will be saved.

I witnessed people protest the executive order Governor Gretchen Whitmer issued to protect the lives of people in her state, my state, Michigan. Protesters armed to the teeth with assault weapons antagonized our own state troopers while they



'Perfect Storm' Threatens Veterans

A newly released study shows COVID-19 "Creates a 'perfect storm' that threatens the mental and economic health of many of our veterans." This is alarming and something we as an organization are pivoting to address in this unique moment.

As chair of the AFL-CIO Veterans Workforce Development Committee, I'm working to support our veterans and veteran members through state and federal advocacy. Our lawmakers must do more to respond to the particular needs of our union veteran community. Millions of veterans are at risk of unanticipated job loss and long-term unemployment due to COVID-19.

States must act immediately

To start, we recently urged governors to create state task forces to monitor and mitigate the effects of coronavirus. In order to protect workers who served our country with valor, states must take a proactive approach to prepare for the inevitable economic and health outcomes of COVID-19. Each task force should be charged with monitoring the state's veterans' populations, focusing on centralized communication, gathering and sharing information, outreach, mental health and financial well-being. States

"In order to protect workers who served our country with valor, states must take a proactive approach to prepare for the inevitable economic and health outcomes of COVID-19. We must act immediately as large numbers of veterans begin to feel the effects of COVID-19 and transitioning service members face bleak job opportunities."

must act immediately as large numbers of veterans begin to feel the effects of COVID-19 and transitioning service members face bleak job opportunities.

On the federal level, we are working on a set of recommendations that will better prepare the veteran community for the likelihood of high unemployment and job loss, as well as to support thousands of military service members using their GI Bill educational benefit to help supplement their income.

Community partners

We are supporting our union veteran community in our own way with some wonderful com-

munity partners. Our partners at the Dixon Center for Military and Veterans Services support veterans all year round through apprenticeship programs like the Utility Workers Military Assistance Program (UMAP) and other initiatives. They recently donated grocery gift cards to 20 full-time apprenticeship students in Chicago who are currently out of work due to the coronavirus pandemic.

Additionally, Women for Wounded Warriors recently supported our veteran members in Michigan by donating grocery gift cards to 40 apprenticeship students there who cannot finish their programs yet, or start work due to the pandemic. We're grateful for these organizations' support for our students!

stood guard at the Governor's chamber as she updated the state on the impact of the pandemic. The protesters violated the social distancing order given to prevent the spread of the virus, putting themselves and others at risk of becoming infected. I have lost family and friends to this horrid pandemic so forgive me if I take all these acts of negligence, insults and disrespect personally.

When will such attacks on our democracy stop? They will stop when all Americans decide to do that which is right, and moral, and ethical, and loving, and considerate, and caring for their fellow man and woman. When regardless of our political affiliation, nationality, sexual orientations, or whatever, we will come together in a united front and stand against such activities and actions. When we speak up and speak out collectively against discrimination, racism, xenophobia, sexism, and other

attacks against humanity. When we as a union continue to use our voice, organize, petition, protest, and march if necessary against any and all those who violate the rights of others... that's when it will stop. Because we will be the ones to stop it!

Dr. King once said, "Darkness cannot drive out darkness, only light can do that. Hate cannot drive out hate, only love can do that."

So let us love and stand in solidarity fighting for the human rights of our members and their families all across this nation. This is what unions are built on! Our forefathers spoke of freedom and our ancestors gave their lives for it! So, let's start in our homes, our communities, our states, and in our nation to unite and put a stop to injustice! Through the work of the UWUA Human Rights Committee and union members and leaders across the union, we can, we must, we will.

Saluting Our UWUA Retirees

The UWUA wishes all our retirees health and happiness during your “golden years.” Enjoy it — you’ve earned it!

Local 102-G

Cathy Poroda

Local 105

Jean W. Bartley
Terry L. Bates, Jr.
Derek G. Brown
Richard J. Dahl
Jerry L. Hawkins
Michael P. Kotlarz
Charles A. Leonard
Richard B. Leverenz
David Lewandowski
Cynthia Moore
Roger A. Morris
Marilyn Muller
Randy W. Pierce
Nancy Robinson
James Schang
Michael J. Tassiello
Donald P. Wahl

Local 126

Mike Campailla
Joyce Grubb
Joe Hayden
Bill Manthey
Brian Smith
Janet Summers
Doug Zumstein

Local 127

Olaf C. Domhoff

Local 127 cont'd

Ron F. Fish
Mark G. Gates
Wayne Miller Jr.
Michael J. Morris Jr.
Steven E. Tomich

Local 129

Linda Carey

Local 150

Steve Secondi
Thomas Schipper

Local 160-C

Frank Cabuag Jr.
Mike McCarthy
Douglas Tench
Ron Warnecke

Local 175

Michael T. Herbert
Gary W. Meyer

Local 223

Patrick Birchett
Raymond Butts
Robert Gresell
Jaraldo Grzech
James Henderson II
Thomas Kennedy
Brian Leapheart

Local 223 cont'd

Kevin McDonald
Albert Palomar
Larry Parks
Dolores Pitylak
Roger Schear
Steven Schneider
Michael P. Smith
Martin Wagensomer
Larry Walker
Jonathan Watt
John Woolman III

Local 254

Randy Cuthbertson

Local 264

Walter W. Knollinger, Jr.

Local 270

David Adams
Jeffrey Barrow
Leonard E. Burke
Deanna Burke
Stephen Chimney
Barry Dowdell
Douglas Jenne
Sidney King Jr.
Chuck Limbert
Timothy Marzec
Joseph Parisi
Daniel Pike
Edward Reese

Local 270 cont'd

Charles Schultz
David Slusny
Daniel Suchala
George Wells
Mark Womack

Local 375

Eileen Finnegan
Bruce Madsen

Local 398

Steven Bales
Galen Stevens

Local 416

Steven Calloway

Local 424

Gary Grish
Mike Krizan
Rich Nakash
Paul Steriti
Oscar Vieni
Lenny Williams
Paul Willis
Bob Wyker

Local 430

Steven R. Peckham
Barry Smith
Nannette E. Sowards

Local 433

Robert J. Curry
Helen Depasquale
Frank A. DiNardo
Gabor A. Kish
Loretta A. Smith
Timothy J. Taylor
Robert J. Trbovich

Local 470-1

Miles Beardsley
Diane Blake
William Booth
Morris Sutton

Local 478

James R. Bowman

Local 506

Diana Morgan

Local 521

David Handy

Local 534

James Freda

Local 648

Dana Anderson
Robert Michael

Local 601 Suez Water Bayonne, NJ



Continuing the UWUA's string of organizing and first contract victories at Suez Water, Local 601 recently won a four-year contract for Bayonne, 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, with Bayonne members, Ed Council, Joe Rubino, Jason Raghunandan, Bayonne Chairman Frank Flynn, and Mike Valentino. “We want to thank Noel, Bob Mahoney and Valerie King [UWUA National Reps] for guiding us through this process. They were always there for us,” says Flynn, adding, “We are happy with the contract and the security it provides us.”



UNION PLUS CAN HELP

COVID-19 has impacted all of us. Union Plus can help.

Our Union Plus program partners have accommodations for members struggling during this public health crisis. Participants in our Union Plus Mortgage, Credit Card, Personal Loan, or Supplemental Insurance programs may be eligible for additional hardship assistance through the Union Plus Mortgage Assistance Program and Union Plus Hardship Help.

Visit **unionplus.org** and follow Union Plus on Facebook at **facebook.com/unionplus** for ongoing program updates and resources.

Be well and stay healthy,

The Union Plus team

Learn more at **unionplus.org**





UTILITY WORKERS UNION OF AMERICA, AFL-CIO
1300 L Street, N.W., Suite 1200
Washington, D.C. 20005-4107

UWUA Members True Responders

Utility Workers are first responders and know what it's like to be in the trenches, facing danger so others can stay safe and well. That's why UWUA members across the country have pulled together to support medical staff responding to COVID-19 as well as those who are in need.



Local 1-2



From First Responders
to True Responders!

-Thank You
Utility Workers from
Consumers Energy
#UWUALocal129

