

# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXV, No. 3 July/August/September 2020



★ VOTE ★

**November 3!**

**Your Future  
Depends On It!**

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# THE UTILITY WORKER

UTILITY WORKERS UNION OF AMERICA, AFL-CIO



Volume LXV, No. 3  
July/August/September 2020

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**James Slevin**

# Are We Really Listening to Each Other?

**O**n a recent trip to Oregon in support of Local 609 members fighting for a fair contract there, I experienced first-hand the wildfires laying waste to the West Coast. Our members in California and Oregon have described what it's like to survive and combat the fires, some with families even needing to be evacuated.

I have to admit, until I actually experienced being in a wildfire, I didn't really appreciate what my members were saying. While driving to the airport to fly home, I had to ask myself, was I really listening to what they had been telling me? Did I miss the cue and not truly understand what members are going through?

## Learn by listening to others

That got me thinking about listening. Experience may be the best teacher, but that doesn't mean we can't learn from the experience of others. To do so, we have to listen, truly listen.

As a leader I must be able to listen and respond to my members. We don't need to agree. But we do have to be able to listen actively to what is being said in order to have an effective conversation, an open dialogue that will lead to collective action for the good of our members. After all, that's what unions are about.

On a larger scale, are we really listening in our society today? A lot of people say they hear you, but are they truly listening?

People will tell you they hear you in order to get your vote, they hear you when you talk about racism and equality, or they hear you in discussing on-the-job issues. But are they actively listening, are they truly absorbing the information and understanding what you are saying?

If not, we may just end up arguing. This will prevent us from arriving at decisions to make the necessary changes in our workplaces, our communities and our country to build a better future for everyone.

It's time to start listening to each other so we can collectively take the necessary action to rebuild our nation and prepare for the future.

Our members are life-savers, first responders. Is the public listening to what we are telling them? Do the policy-makers understand what it would be like if they didn't have that utility worker behind the fire hose, behind that electrical circuit, the gas line, or answering the phone when there's an emergency?

## Barreling toward disaster

We're riding a runaway train, barreling toward disaster. The management and physical state of our utility infrastructure is needlessly exacerbating the situation.

It's essential we recognize that the problems we face in the life-giving, life-sustaining utility industry stem primarily from poor workforce management. And it's time to do something about it.

It's time we strengthen our utility infrastructure and mitigate the threats of future disasters by investing in the workforce. As the widespread damage and suffering from multiple disasters

shows, we simply cannot afford to take a linear, reactive approach. We need to start making the necessary preparations for future disasters now.

Reinvigorating the utilities workforce would also be a much-needed stimulus for the battered economy, helping to put people back to work.

## We can influence outcomes

COVID-19 has forced us into a different world. It's by no means all bad. We have the power to influence the outcomes. It's forcing us to communicate in different ways and opening the door to better connections. In turn, this has allowed us to better communicate our message to a larger audience.

Our mission is to take care of our members, their families and communities by negotiating contracts that protect their interests, always putting health and safety first.

In order for us to be successful, we need to actively listen and be listened to. Listening is a two-way street.

**It's time to start listening to each other so we can collectively take the necessary action to rebuild our nation and prepare for the future.**



# Vote Joe Biden

**T**he Utility Workers Union of America (UWUA) recently endorsed Joe Biden for president, citing the vice president's pro-worker values, commonsense leadership and decades-spanning career fighting for working families.

"Vice President Biden has demonstrated an unwavering commitment to organized labor and the issues our members care about most," said UWUA President James Slevin. "We're confident he'll continue to be a powerful ally in the White House who will work with us to strengthen workplace safety protections, fight for organizing and collective bargaining rights and grow the economy."

The UWUA spent several months closely examining the candidate's respective records on labor law, worker health and safety, "right-to-work," energy policy and more. UWUA's executive board concluded Vice President Biden's vision and leadership on these issues will put America on the right track. The board voted unanimously to endorse.

"This is not a decision we took lightly," said Slevin. "We recognize some of our members will not agree with this endorsement, however, UWUA's officers and executive board feel this is the right choice for this moment in our history. The current administration's divisive politics endanger our members, especially during the COVID-19 pandemic, and undermine our ability to collectively bargain and organize," Slevin continued. "It's time we put someone back in the White House who is devoted to creating high-quality, good-paying jobs, who supports working families and also protects the health of our communities. We know Vice President Biden is the right individual for the job and we'll be working hard to elect him on November 3, 2020."

Vice President Biden's strong support of the Protecting the Right to Organize Act (PRO Act), his technology neutral approach to crafting climate policy and his deep commitment to civil rights, specifically resonated with the UWUA. The PRO Act which passed the House of Representatives in 2019, would be the most sweeping labor law reform in 85 years, and would make it easier to form a union.



**"It's time we put someone back in the White House who is devoted to creating high-quality, good-paying jobs, who supports working families and also protects the health of our communities. We know Vice President Biden is the right individual for the job."**

— UWUA President James Slevin

Photo: Biden for President



## ★ Labor Law



For decades, Biden has supported the rights of workers to form and join unions. He supports legislation which would make it easier to form a union.



Over the past three years, Trump administration policies overwhelmingly favored billionaire CEOs, not working families.



The Trump administration undermined workplace safety, reducing the number of Occupational Safety and Health Administration (OSHA) inspectors.



Just days after his inauguration President Trump announced his support for "right-to-work" legislation.

# for President! ★

## ★ Energy Policy



Biden's climate and jobs plan makes sweeping investments to critical infrastructure that are good for communities and good for the utility sector workforce.



Biden's all-of-the-above energy policy supports nuclear technology, power plant retrofits, carbon and methane capture, and more.



Despite President Trump's promise to bring back coal power, more coal-fired power plants closed during his first two years in office than during President Obama's first four years in office.

## ★ Worker Health and Safety



The Obama-Biden Administration strengthened health and safety standards including a rule for protective equipment in electric power generation.



President Trump on the other hand, rolled back, repealed and weakened dozens of workplace protections.



President Trump's indiscriminate approach to regulations repealed rules that have a direct benefit to worker safety and health.

## ★ Workforce Training and Development



Vice President Biden supports a \$50 billion investment in proven-effective workforce training programs, including union apprenticeship programs.



The Trump administration's industry-only training program would jeopardize worker health and safety, especially those in safety sensitive industries.

## ★ Civil Rights



Vice President Biden stands against discrimination and harassment.



The Biden campaign supports fighting for workers by taking bold action to address discrimination and harassment in the workplace.



Time and again President Trump's divisive leadership and strident rhetoric demean individuals based on race, gender, color, ethnicity, national origin and religion.



President Trump's actions and behavior have led directly to the racial strife that we have seen play out with tragic consequences in the past months.



# ***As a UWUA member, what issues are most important to you in this year's presidential election?***



**Ryan J. Shea**

Local 433  
President

“As President of Local 433, I will be voting for Joe Biden. I will also be encouraging our members to do the same simply because at the end of the day we all live off our paychecks and unions make sure that blue collar workers have a real living wage to provide for their families. Joe Biden advocates for unions, comes through for our brothers and sisters in times of need, and will help strengthen unions. He will bring the people of our country back together from the current state that we are in. Alone we are strong, together we are stronger.”



**Paula Turner**

Local 223  
Trustee and Women's Director

“For me, as a senior, I would like for our country to get back to taking care of our senior citizens. That we are not counted out just because of our age, we bring so much knowledge and wisdom to our country and fellow man through our years of experience. I also want our country to give our youth the opportunity to advance the hard work that we have done and make this country work as it was designed. We are supposed to be a helping country and take care of our own, how can we do that if we are still divided? With the upcoming election we cannot allow the current president and his cronies to keep us in this predicament. Please everyone, get out and vote, support our unions, they are the backbone of our country.”



**Jim Pinkham**

Local 369  
Chair, Trustee

“In these tough times, I'm looking for leaders who'll protect our unions and stand up for our families. That means strengthening our collective bargaining rights, growing the economy, and following the science to do everything possible to protect workers on and off the job during COVID-19.”


**Chris Collier**

Local 150  
Lineworker In-Charge

“As the 2020 elections approach, the most important issues for me are: the economy, foreign, and domestic policies. History has proven that a strong economy is driven by a strong middle class, and unions play a crucial role in the process with higher wages and better benefits through collective bargaining. We need to elect candidates who possess the leadership skills to prepare and unify the country through the next foreign and domestic crises.”


**Sean Gaurige**

Local 18007  
Chief Steward

“Elections have consequences. This election is going to be pivotal to the labor movement. Now more than ever, organized labor is under attack all over the country with “right-to-work” legislation. During this pandemic that has affected all of us one way or another, we have learned one thing. How safe would we be without a union to fight for us? Ensuring we have a safe work environment. Ensuring we keep bringing home a paycheck to our families. Keep all of this in mind when you vote in November. Our future depends on it. Stay safe, and God bless.”


**Carlos Ordonez**

Local 1-2

“I would like to see our next president take on the challenge of reactivating the union movement and recognizing the important role unions play in the economy. Countries with a healthy economy owe it to the fact that their unions are strong. Unions are the backbone of America. When there are emergencies we are always the first responders. This great country of ours was founded by people who dared to dream of a better future for themselves, their families, and their fellow citizens. People who bravely, patriotically, intelligently stepped up to the challenges that were oppressing them. They proved that the American dream was truly built to bring out the very best in each and every one of us.”

**D**uring the 2016 campaign, Donald Trump promised that if he was elected he would be a champion for workers. This promise led many union members to support President Trump, including many UWUA members. After nearly four years in office we now have a record to judge whether President Trump has kept his promise.

From the very beginning of his term, Trump's administration has sided with corporations and anti-union forces against workers and their unions.

## Worker rights threatened

Trump's appointments to the National Labor Relations Board (NLRB), the agency that enforces the law giving workers the right to organize and bargain with employers, are the most anti-union appointments in the NLRB's 85-year history. The Trump NLRB has attacked unions at every turn. It has made it harder for workers to organize, harder for unions to bargain good contracts, limited the right to strike and ruled again and again for "management rights" to allow employers to unilaterally do what they want without union negotiations or input. Four more years of a Trump presidency will effectively put an end to worker rights before the NLRB.

A real example of how the anti-union NLRB affects the UWUA occurred recently when an employer took unilateral action against a UWUA local by changing conditions of employment without union involvement. That action would have violated the

# Did Trump Keep His Promise to Workers?

National Labor Relations Act before the Trump presidency, but the Trump Board changed precedent going back decades to give management the right to make the unilateral change without negotiating with the union. As a result, the UWUA lost the right to bargain over the change or take its case to the NLRB.

## Trump opposes PRO Act

In 2019, the House passed the Protecting the Right to Organize (PRO) Act, the most comprehensive pro-worker legislation since The New Deal. The Senate, controlled by Republicans, refused to even allow a hearing on the legislation. The PRO Act would give workers the right to form a union without intimidation or interference; ban so-called "right-to-work" laws; provide substantial penalties for employers who break the law; and allow workers and their unions to exercise their full First Amendment rights under the Constitution. Donald Trump will veto the PRO Act. Joe Biden has promised that he will sign the PRO Act if elected president.

President Trump often boasts that the right-wing judges he has appointed, including the Supreme Court's Neil Gorsuch and Brett Kavanaugh, are anti-abortion or pro-gun rights, but these judges also have views on unions and workers. It is often because they oppose unions and workers that these lawyers are chosen for the federal bench.

Another example of Trump's anti-worker appointments is Eugene Scalia to head the Department of Labor (DOL). In this role, Scalia is charged with protecting workers from unsafe workplaces, wage theft, overtime violations, and employee misclassification. But Scalia has spent his entire career attacking workers and unions. As head of the DOL, he has implemented Trump's anti-worker agenda at the very agency set up to protect workers.

OSHA, which is part of the DOL, decided to sit out safety issues during the COVID-19 pandemic and refused to investigate or prosecute employers who are not following safety procedures and putting workers at risk of illness or death. Even with respect to the legislation passed to assist workers who have lost jobs because of the pandemic, the DOL has sought to limit the ability of those laid off workers from getting the full benefits they are entitled to.

## Trump's broken promise

After nearly four years, the answer to the question is obvious — President Trump has broken his promise to America's workers.

The choice of which candidate to support is personal and everyone has their own issues that are important to themselves in making that decision. If one of the issues you value is union and workers' rights, then the choice in 2020 is clear. Joe Biden will protect and enhance the rights of unions and workers, Donald Trump will not.

— David Radtke, UWUA General Counsel



Mari Manoogian

Michigan State Rep. Mari Manoogian was one of 17 "rising stars" who gave the keynote address on the second day of the August Democratic National Convention.

Mari is the daughter of George Manoogian, who retired in 2016 as the UWUA chief of staff with more than 50 years as a UWUA member. "When the auto industry was going under, Joe stuck his neck out to protect it," she said in support of Joe Biden for president. She later added, "He understands that leadership means fighting for the people who built this country."





## NLRB Issues Complaint Against Highland County Water

The National Labor Relations Board (NLRB) has issued a complaint against the illegal bargaining tactics of Highland County Water management during negotiations with UWUA Local 477-W for a new contract. The NLRB complaint upholds charges filed by the UWUA that the com-



pany has illegally frustrated negotiations by refusing to provide bargaining information. A hearing has been scheduled for November 17 in Cincinnati, Ohio.

### Unfair attack on workers

The NLRB's action is the latest development in the union's ongoing battle with management for a fair contract. Highland County Water is a non-profit co-op owned and financed by the company's customers through their water rates. Its 13 hourly employees, represented by Local 477-W, deliver safe, reliable drinking water to customers in Adams, Brown, Clinton, Highland, and Ross counties. The National Union is supporting Local 477-W members in their fight for a fair contract.

The company continues to take a hostile position at the bargaining table in the current round of bargaining. By hiring a high-priced attorney to represent them, management could increase water costs in the economically stressed area of Ohio.

The National Union is working with a group of customers to elect three independent candidates as directors this year, including Greg Jones, a Dayton Power & Light employee and member of UWUA Local 175.

The Members Committee for a Better Highland County Water is also proposing by-law reforms to make it easier for customers to elect directors not hand-picked by management.

The company's annual meeting is set for October 15.

## American Water Workers at Army Base Vote to Join UWUA



Water workers at Fort Leonard Wood are the first American Water military service group to organize with the UWUA.

Water workers employed by American Water at the Fort Leonard Wood Army base in central Missouri voted overwhelmingly by mail on August 31 to join the UWUA. They become the first U.S. military service group to organize with the union.

"We're excited to be a part of the union brotherhood," says Brett Brown, a plant operator who has worked at the base for nine years and helped lead the successful organizing campaign. "We're going to do our best to be strong, be a brotherhood, and negotiate and defend our contract," he adds.

The 23 new members work in water, distribution, and wastewater, treating and delivering 2.5 – 3 million gallons of water a day drawn from the Big Piney River to 38,000-58,000 people, depending on the time of year. Fort Leonard Wood is a training base where numbers fluctuate greatly.

American Water secured a 50-year contract at the base on May 1, 2019. Since that time, the company cut pay and Brown and his co-workers lost protections and benefits, even their boot allowance.

"We welcome the Fort Leonard Wood workers into the UWUA and look forward to working with them to negotiate a first contract that begins to reverse the take-aways imposed by the company," says Allan Bathon, national executive board member and president of Local 335, which will represent the new members.

**"We're excited to be a part of the union brotherhood."**

— Brett Brown, plant operator

# Finding New Ways to Train During a Pandemic



The 24th graduating class of the Utility Workers Military Assistance Program (UMAP) overcame many obstacles posed by COVID-19.

When the COVID-19 pandemic hit, Power for America (P4A) was getting ready to ramp up training for current and potential UWUA members. State stay-at-home orders forced all in-person trainings to be suspended. As the pandemic continued, P4A looked for new ways to re-start trainings for members.

## eLearning success

One example of a new approach to training was P4A's assistance in purchasing eLearning licenses for UWUA members at American Water to take online trainings. Building on P4A's success with eLearning licenses in 2019, when over 900 members took approximately 3,000 safety trainings, eLearning licenses were renewed and 1,400 UWUA members at American Water took over 6,000 safety classes in the first six months of 2020.

With this as a successful model, when COVID-19 struck, P4A collaborated

**Working with union safety reps and advocates, P4A was able to re-start the Utility Workers Military Assistance Programs (UMAP) in Chicago and Michigan. In both cases, P4A developed COVID-19 preparedness plans that were used at the Potterville, MI training center.**

with the UWUA's national safety representatives to create a series of COVID-19 specific housekeeping videos. The videos emphasize the importance of cleaning tools daily as well as how to keep PPE clean. The series of videos were viewed over 1,500 times in May and June alone. P4A is now working with UWUA officers and staff on creating more videos to help members out in the field. If you have an idea for a future video, e-mail P4A executive director Jon Harmon at [jharmon@power4america.org](mailto:jharmon@power4america.org).

## UMAP re-start

Working with union safety reps and advocates, P4A was able to re-start the Utility Workers Military Assistance Programs (UMAP) in Chicago and Michigan. In both cases, P4A developed COVID-19 preparedness plans that were used at the Potterville, MI train-



Social distancing was enforced in UMAP's Chicago training facility with the use of vests to mark spacing between students.

ing center. This received praise from the Michigan State Utility Workers Council (MSUWC) and Consumers Energy for keeping veterans safe while in the classroom and out in the lab.

When this plan was shared with Chicago city and college officials, they adopted it for the re-start of the training at Dawson Technical Institute. The plan was so successful, it allowed other college trade programs to restart their trainings as well. Forty-four veterans were able to finish their respective trainings and are now out in the field working in gas distribution and construction. (See page 19 for more on UMAP.)

So what's next for P4A trainings? With these successes, trainings are beginning to pick back up. Many employers are trying to fit in trainings before the end of 2020. P4A instructors are excited to be back in the classroom at a social distance, with members and new hires.

# Mass. Locals Merger a Win-Win-Win!

When Columbia Gas took responsibility for the 2018 Merrimack Valley gas explosions in Massachusetts, killing one person, injuring dozens of others and destroying or damaging hundreds of structures, it was ordered to pay a \$53 million federal fine, a state penalty of \$56 million, and lost its permission to operate in the state.

Forced to sell its assets, Eversource bought Columbia Gas for \$1.1 billion. As a result of the acquisition, UWUA Local 273, which represented Columbia Gas workers, voted to merge with Local 369 and join their Eversource bargaining unit.

"This was a big win for Local 273 members, Local 369, as well as Eversource," says 369 President Craig A. Pinkham. "We were able to add the 250-plus members of Local 273 into our existing collective bargaining agreement where they all received pay increases, better active health care and richer retiree benefits," he explains. "Utility



Local 369 is holding membership meetings in-person, outdoors, under a tent with masks required and social distancing enforced. There has been an uptick in attendance at the quarterly meetings.

Workers who were hired after 2013 at Columbia Gas had no pensions or retiree healthcare. Now they do. It was a win-win-win."

## Local 369's growth brings power

On August 12, Local 369 members unanimously approved the merger agreement with Local 273 and on August 31 voted to change their by-laws to provide two new seats on the executive board for representatives of the merged local.

Having worked for Columbia Gas, which is not known as a good employer, and with first-hand experience of the 2018 gas explosion, Local 273 members are a welcome addition to the Local 369 membership.

"Local 273 has been very successful at the bargaining table," said 273 President Scot Hunter. "To be successful, we had to fight for everything. With this merger, we have increased Local 369's gas members to become the largest gas and electric union for all of Eversource," he continued. "This merger will secure continued success for our over 2,000 Eversource members at the bargaining table." Hunter will become an executive board member/vice president of the merged local.

## Rewards of unselfish leadership

Eversource's Asset Purchase Agreement is scheduled to become official on October 1. Once Columbia Gas employees are employed by Eversource, the merger of the two locals will be official. "It took experienced, unselfish leadership to merge these locals," said Pinkham. "We look forward to rewarding our members by negotiating the best utility contracts in the country."

Eversource and Local 369's current collective bargaining agreement expires on June 2, 2021. The UWUA will represent the highest number of employees in their three-state utility workforce.

## Gas Ban Rejected

In a first-of-its-kind decision on the East Coast, Massachusetts Attorney General Maura Healey recently blocked legislation that would have prohibited the use of natural gas in new construction and renovations in Brookline, a town bordering Boston.

Working with its extensive political network in the state, the UWUA challenged the gas ban and Healey overturned it on the grounds that it did not meet the state's building and gas codes.

Passed as a by-law change by the Brookline town council, the gas ban was modeled after a Berkeley, CA, ordinance.

Meanwhile, in California, the birthplace of "electrification," Local 132 continues the push to protect the state's gas infrastructure.

President of Local 132, Eric Hofmann, representing 4,000 workers at SoCal Gas, recently penned an op-ed stating, in part, "We want to ensure the future of California's energy portfolio is one that is properly balanced, affordable, reliable, resilient, and safe. Keeping our options open, including preserving a tight, leak-less infrastructure to optimize all forms of renewable energies, is a good way to dramatically reduce GHG [Greenhouse Gas] emissions. This, along with appliance efficiency programs from the State and other sectors for low-income communities can provide a meaningful pathway to a cleaner and greener California, not to mention keeping union jobs," Hofmann wrote.



# California Water Utility Coun

**R**ecent natural and manmade disasters have revealed the important work UWUA members play in delivering water, gas and electricity to millions of Americans across the country. COVID-19 has only magnified that.

California is at the top of the list of states responding to multiple disasters all at once. Without the hard work and dedication of the 700 UWUA members of locals 160, 160C, 160D, 205, 283, and 484 and represented by the California Water Utility Council, all working for CalWater, things would be far worse there.

The Utility Worker interviewed California Water Utility Council President Rick Wilson to get his perspective on how things are going in the nation's most populous state.



Building a culture of safety, left to right, Rick Wilson, president, California Water Utility Council; Scotty MacNeill, national safety director; and Scott Carmichael, VP, Utility Council.

## How is it going for you and your members at CalWater?

It's been a challenge. We have a pandemic, state, county and city lockdowns. You can't go anywhere, do anything. We have schools closed, civil unrest in our streets. We have excessive heat, power safety shut downs, and wildfires. With all this adversity, our folks are feeling the burden of strain, stress, worry, and uncertainty. But the bottom line is our members have risen to the occasion. We are putting ourselves in harm's way. We're doing it and we're doing it safely.



California Water Utility Council members working safely to keep the water flowing in a state hard-hit by multiple crises. President of Local 205, Juan Cisneros, right, and his crew fixing a water leak.

During this pandemic we've been working since day one. We have a good working relationship with the company. From the very beginning, our six locals worked hand-in-hand with the company on safety. We developed protocols and procedures and we've kept our folks safe. Our rank-and-file members are showing up every day, shouldering it, handling it and doing their jobs. We know our jobs are important and the pandemic

has highlighted the essential, critical infrastructure work we do to sustain folks. And it's not just California, that's true for water workers everywhere.

## Freak lightening strikes caused 300 fires, what does this mean for your members?

A lot of fires are still going on. A number of our members were evacuated from multiple areas. Nobody has lost their home, thank God. We are working around the clock to make sure firefighters have pressurized water to fight the fires.

Folks don't realize that if we're not operating the systems, then those firefighters who are on the front lines fighting fires, protecting homes and lives, can't do their job. There's a lot that goes into making that happen. If you're not maintaining the system and making sure the water is there, then when you have some 50 fire trucks pulling from 50 different hydrants in and around the same area, disaster will happen.

That's what we do. We're qualified, certified, responsible accountable water utility operators. The cream rises to the top when there's a crisis. That's when our folks step up and handle their business.

## Last year, you negotiated for the creation of 3 new positions named Power for America (P4A) Safety Advocate. How are the new safety positions working out?

When the company signed on to partner with the UWUA and P4A, we agreed to create three new safety advocate positions. Everybody wants to be safe and do things safely. If you really want to build a culture of safety, you have to do it with union folks, respected union folks.

If a manager rolls up on a job and sees somebody doing something unsafely, not wearing the right PPE, or whatever,



# cil, 'Gold Standard' for Safety

there could be a write up, suspension, or even a termination. That feeds into the us-versus-them mentality and creates what I call a “non-safety culture of safety.”

When the pandemic hit, the company reached out to us, and partnered with the union. They took a strong stance on “here’s how we’re going to protect our employees,” and we had input on that. P4A safety reps went around the districts and talked to our folks.

It works better if you have union folks who are respected by the members travel to job sites to promote safety. We’re not getting anyone written up. It’s coming from us, union-to-union, and it’s received better. We are having that conversation and building that relationship among our peers. It’s all about safety. The number of accidents is going down and it’s just started.

## The Salinas Californian and San Jose Mercury News

May 15, 2020

### “MOM! The Water Isn’t Working!”

It is a blessing that during the COVID-19 Pandemic, while hundreds of millions of Americans are “sheltering in place” at home, those words are not being spoken.

Is it magic? Or is it just happenstance? No, it’s the hard work and dedication of thousands of highly trained, State certified, Water Utility Workers in California and across this great country. Working diligently around-the-clock to insure this precious resource, a reliable clean source of water, is delivered to every American home, business, hospital and health care facility. Everyday these workers put themselves and their families at risk to keep and maintain clean water flowing to the public.

It’s perturbing and disheartening that during this lockdown the news media, or politicians with microphones, rarely recognize the critical and essential work being performed 24/7 by these Utility Workers.

Lastly, we cannot forget the thousands of essential and critical utility workers that have not been acknowledged either – those who keep the gas moving; the power on and the water flowing during this crisis.

**Rick Wilson**

**President, UWUA California Water Utility Council**

### What would you like other UWUA members to know about how you have been successful in these difficult times?

We are a large state. Our water districts run from the top to the bottom of the state and everywhere in between. Being able to get out messages, information, feedback and responses is critical.

We’ve been having weekly calls on company time with all of the union reps. Fifty people on the call once a week, getting updates, giving updates on things folks need to know. One of the messages we’ve been delivering is not to sweat the small stuff. There will be a time and place for that. Right now there are bigger things going on and we need to be focusing on getting through this by working together and safely. Having a pipeline to share information has helped us all during this time.

We’ve been called the gold standard. We’re good with that, but we’re just doing the right thing. We’re working hard and safely, keeping our folks safe, so that we can keep others safe.



UWUA Local 160C member Cameron Del Rosario conducts a retrofit inspection on a 3 million gallon water tank

### What prompted you to write the “MOM! The Water Isn’t Working” letter to the editor (see sidebar).

Watching the news as water utility operators, we weren’t hearing anything about water utilities.

Everybody is locked down in their houses and told to wash their hands 15 times a day. How are you going to wash your hands if you don’t have any water? How are you going to take showers or wash your clothes? You can’t do anything without water.

After three days you are dead if you don’t have water. That gets lost on people. They don’t realize the hundreds and thousands of people who are behind that faucet. Is it magic, does it just happen? People are used to it. They don’t realize where it comes from and all the hard work and dedication that it takes to get safe, clean water to the American public.

Obviously, power and gas are important too. However, you can go weeks without power and gas, it’s not ideal and definitely inconvenient in most cases, but you can’t go without water.

# Black Lives Matter!

In response to the death of George Floyd at the hands of Minneapolis Police, the resulting protests and the national discussion on race, the UWUA hosted two virtual Townhall meetings. Entitled, "A Conversation on Solidarity, Equality and Justice," race and racism were discussed by a panel that included UWUA President James Slevin, representatives from the Human Rights and Women's Committees, executive board and staff members. These conversations represent just one of the union's efforts to be on the right side of history.

## Colin Kaepernick takes a knee

In 2016, NFL player, Colin Kaepernick began protesting police brutality against Black Americans during the national anthem prior to his NFL games. I was surprised that so many were offended by what was perceived as disrespecting the flag. I never viewed kneeling as disrespectful, I have always seen it as respectful.

However, in an attempt to better understand the issue and Kaepernick's intent, I did a little investigation. I did not realize that Kaepernick began his protest by simply remaining seated on the bench during the anthem. At those games where Kaepernick was seated, very few took note of his protest. However, someone who did notice was Nate Boyer, a former Army Special Forces member.

Boyer met with Kaepernick and advised him that kneeling during the national anthem would be a more respectful protest than remaining seated on the bench. As Boyer has said since, "In my opinion, and in my experience, kneeling has never been in our history seen as a disrespectful act. I mean, people kneel when getting knighted, you kneel to propose to your wife, and you kneel to pray. Soldiers often take a knee in front of a fallen brother's grave to pay respect. So, I thought, if anything, besides standing, that was the most respectful. I just couldn't think in any way that it could be construed as disrespectful."

## The killing of George Floyd

Fast forward to today, where protests sparked by the killing of George Floyd, but also raising up the deaths of Black Americans like Eric Garner, Tamir Rice, Ahmaud Arbery, and Breonna Taylor, just to name a few, are actually an extension of the very protest Kaepernick started.

Like Kaepernick's protest, these demonstrations are being misrepresented to be about rioting and destruction of property, rather than the real issue of police violence against Black Ameri-

cans. It is time to stop placing blame on those exercising their rights as Americans by protesting to demand change and to start examining why they are protesting.

I know many will say that protesting is fine but when it devolves into rioting and the destruction of property it has gone too far. I cannot help but wonder what the British said when protesting about taxation without representation advanced into rioting and the destruction of property. Oh, that's right, they put troops in the street and established curfews and essentially martial law. Sound familiar?

Contrast the protests against police violence to those protest-

ing the actions taken by governors in an attempt to slow the spread of COVID-19. In Michigan, protestors, most of whom just happen to be white, occupied the State Capitol while fully armed, with legal weapons, body armor and dressed in fatigues. These protests resulted in no police violence and no use of tear gas. I cannot help but wonder what would happen if a Black man showed up at the State Capitol to protest

police violence while carrying the same weapons, dressed in fatigues and body armor?

The answer to that question defines the Black Lives Matter movement. This is another movement that is purposely being misrepresented to say Black lives matter more than others, often responded to with "all lives matter." All lives matter is exactly the point; however, until Black lives fit into all lives matter there will continue to be a need to say Black Lives Matter. It is possible to believe that Black lives matter and at the same time believe that all lives matter, but it is not possible to believe that all lives matter and not believe that Black Lives Matter.

## Defending the right to peaceful protest

I grew up with police officers very close to my family and to this day have close friends who are police officers. The police that I have experience with are great people and a credit to the profession. I want to be very clear; I believe the vast majority of police are good, just as the vast majority of protestors. In both cases we cannot let a few bad apples spoil the whole bunch. It is possible to support police and still oppose police violence. It is possible to support protest and still oppose rioting and property destruction. And it is possible to do both at the same time.



Patrick Dillon  
Executive Vice President

**It is time to stop placing blame on those exercising their rights as Americans by protesting to demand change and to start examining why they are protesting.**

# What is COPE?

The Utility Workers Union of America Committee on Political Education Committee Fund (UWUA-COPE) was established for the purpose of providing support to candidates for elected office and/or political organizations. The UWUA COPE Fund supports candidates who promote the principles and values of working families on issues such as organizing protections, worker rights, or prevailing wage provisions.

Additionally, we support candidates who will fight for legislation that designates utility workers as first responders or improves Occupational Safety and Health Administration (OSHA) safety regulations. Our UWUA-COPE has a proud history of supporting candidates who support working families.

Some of our members have mentioned that we as an organization should not get into the public and/or political arena. However, the simple fact is that most, if not all, of our employers are in the public/political arena. They are contributing to political action committees (PACs) that promote their best interests, which do not necessarily align with the views of working class families. These employer PAC contributions can be used to help the company but are often used against workers, often quietly in legislative matters.

It is a simple fact that political support for organized labor can make an immense difference in the wages and working conditions of our membership. We have had U.S. senators and governors weigh-in and push back against obstinate employers during very difficult times, including employer lockouts and/or during stalled contract negotiations. Sometimes a simple phone call on behalf of our members can resolve a work stoppage, get employers to negotiate in good faith and reach contract settlement. These are direct impacts and benefits to all Utility Workers.

The old adage still applies, "If you don't have a seat at the table — you're probably on the menu." While many think that contributions are focused on federal level campaigns like

Congressional elections, the UWUA COPE Fund also makes contributions to many local races, from County Commissioner Water Authority elections in Pennsylvania, to state senate elections in California. The UWUA COPE Fund has made contributions and had discussion with both Democratic and Republican Parties and candidates. Our union is non-partisan when it comes to political parties, and very partisan when it comes to the interests of our members, their families and communities.



Michael Coleman  
Secretary-Treasurer

## Who contributes and what are the reporting/compliance requirements?

Under the law, the COPE Fund is a separate segregated fund with contributions made on a voluntary basis. This means that COPE contributions are not co-mingled with the UWUA dues and our general fund. Contributions are not deductible as charitable contributions for federal tax purposes. The National Union follows state filing requirements and submits monthly Federal Election Commission (FEC) Reports of Receipts and Disbursements.

## How can I, as a utility worker, contribute or get involved?

Many of our local unions have COPE contribution check-off authorization agreements with their respective employer, meaning the COPE contribution is automatically deducted from their paycheck. You can also make a direct contribution to the UWUA-COPE Fund. The information provided herein is a very brief explanation the UWUA-COPE Fund. Please ask your local leadership or contact the National Office for more detailed information.

Stay healthy during these tumultuous and uncertain times.

## Executive Vice President's Report Continued

These attacks on the right to protest, picket and assemble also directly affect our rights as union members to do the same. History is filled with instances where striking workers, including UWUA members, faced opposition and even violence from the police. A recent example was when thousands of union members were in Lansing, Michigan in 2012 to protest so-called "right-to-work" legislation and the state police, in conjunction with local police forces, shutdown the State Capitol to keep us out. Contrast that with recent incidents where the very same police stood aside and allowed armed protesters into the gallery of the Capitol chambers.

You might ask why this is the UWUA's fight, why is this our fight, why is this my fight? This fight is the same fight that unions have been fighting for their entire existence, fighting for those who are not able to fight on their own and standing up for solidarity, equality and justice. From my platform, I could have written any number of articles that would be innocuous and far less controversial; however, I will not let my time in this position pass without effort to ensure we are on the right side of history. Black Lives Matter.

# Utility Workers Deliver, No Matter What



John Duffy  
National Vice President

**A**s utility workers, we all know the challenges of providing reliable electricity, natural gas, water and wastewater, to millions of Americans 24/7. Like anything that is reliably provided and is at one's fingertips, the general public gives little thought to what it takes on a human level, to provide these vital, life-giving commodities.

During hurricanes, massive snowstorms, and other emergencies, when the general public is ordered off the roads due to treacherous conditions, utility workers are expected to report to work like any other day. Even getting to the workplace, before stepping out of their vehicles, they are put in harm's way. Once at work, they are in an even more dangerous situation, working with high voltage in power plants, sub-stations, overhead lines, underground manholes, high-pressure natural gas, and with water systems.

## Every day is an adventure

With earthquakes, our members are out responding to dangerous gas main breaks and resetting valves to restore service. In disasters, UWUA members do not know just how dangerous the conditions on the ground will be once they arrive. The same is true for many of our members whose task is to protect pumping stations and rebuild the water infrastructure after wildfires.

Many other utility workers are an important part of an effective response to disasters. Meter readers, for example, are deployed to do damage assessment and make the area safe. Workers in call centers are flooded with calls, pushed to the limit as the first line of contact for those who lose vital services.

## First Responders during 9/11

Even when our nation was under attack on September 11, 2001, Utility Workers responded along with other first responders. A gas mechanic out of UWUA Local 1-2 who was dispatched to the scene to shut off the gas service, had to dive under a fire truck in order to avoid being crushed by one of the falling towers. That mechanic, after finding his way back to his work location through all of that smoke dust and chaos, showered and went back down to ground zero. That is just one example of the many selfless acts of heroism performed by Utility Workers all over this country.

In the aftermath of Hurricane Sandy, often referred to as a "Superstorm," the UWUA produced a whitepaper to bring to light the vital work performed by utility workers and to draw attention to the understaffing and overreliance on contractors throughout the utility industry. While that whitepaper was not expected to be a magic bullet, it still receives inquiries from the press and various organizations, seven years after its release.

Now, with natural disasters increasing in intensity and frequency, no one could ever have imagined that our members who respond to these disasters would now have to perform

that dangerous work and deal with the deadly COVID-19 virus at the same time. Over 350 of our members have fallen seriously ill due to contracting COVID-19, and sadly, 13 have succumbed to the virus. Naturally, our thoughts and prayers go out to all those members and their families.

## Telling our pandemic story

With this unprecedented, invisible hazard added to an already dangerous job, the UWUA has begun the process of producing another

whitepaper. This one will bring attention to the now increased danger and stress facing utility workers while they perform an already dangerous job. This new whitepaper will focus on the dangers encountered in the field, but also the difficulty experienced by our members working from home, while dealing with remote learning for their school-age children. The UWUA is interviewing members about their experiences in working through this pandemic. We have captured what most utility workers have experienced during these trying times. However, there are no doubt still some unique experiences that we have yet to capture and add to this very important project.

To all our members who may have an exceptional story about working through the pandemic, please contact your local leadership. They will, in turn, contact their respective UWUA National Representative to set up an interview. The identity of all members will be kept confidential.

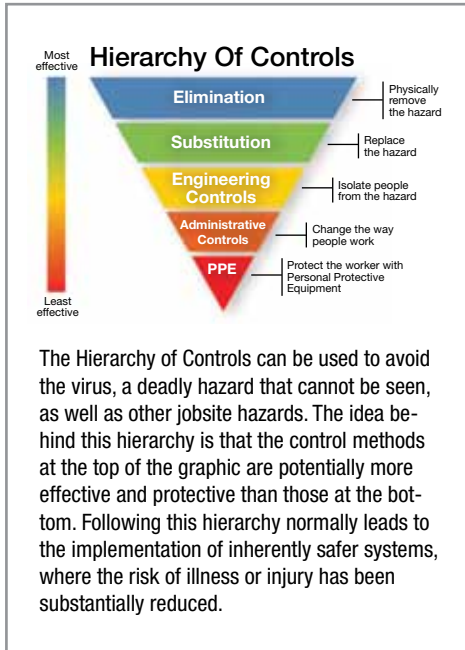
Much thanks to every Utility Worker for your continued acts of heroism.

**The UWUA has begun interviewing members as to their experiences in working through this pandemic... To all our members who may have an exceptional story about working through the pandemic, please contact your local leadership.**





# Virtual Tailgate Talk a Success



Earlier this year, National Safety Committee Rep. Will Breton, who participated in the Tailgate Talk, helped save the life of a little boy.



Will Breton

He said the daily virtual tailboard he has with his co-workers at Consumers Energy helped him stay focused. "Until this happened, I really hadn't bought into the virtual tailboard, I thought it was a waste of time," he said. "But after going through this, my mind has changed big time. It's about being alert to your surroundings and putting yourself in the best possible position to help somebody in need out. Luckily for me, I was able to draw on this tool. I will never doubt it again."

Members of the UWUA National Safety Committee, led by Safety Director Scotty MacNeill, held the first-ever online Tailgate Talk, September 2. Livestreamed on Facebook, Safety Committee members spoke about why safety factors into every decision they make on the job. Panelists also answered questions about staying safe at work during the COVID-19 pandemic.

"I don't want to just check the box on the company safety training and just walk out of that room not knowing anything," said Kevin Uraire, a Local 283 member and California

Water's P4A safety advocate for the state's southern region. "We want to dictate safety for ourselves, as a union, and not have the company always telling us what to do," Uraire said.

"My commitment is to keep all of our sisters and brothers in good or better shape than we showed up to work," said Cliff Deem, Local 425 president.

"On March 29, 2016, 28-year old Alex Marcotte, was fatally injured in an excavation cave-in. He was from UWUA Local 428, one of my sister locals in northeast Ohio. Alex's widow and three orphan daughters are what made me stand up and fight like never before for an Aqua Ohio Safety Committee. With the help of Senior National Rep. Rich Cossell and our National Safety Director Scotty MacNeill, we saw this come to fruition," Deem said.

The virtual event was the latest in a number of actions the Safety Committee has taken to educate and advocate for member safety during the unprecedented time of the COVID-19 pandemic.

The UWUA also weighed in on Virginia's emergency temporary OSHA standard to protect workers from COVID-19. UWUA comments were added and the rule is now being implemented. The union is now doing the same in Oregon, on the west coast.

For the latest federal and industry tools to support members performing work during the COVID-19 pandemic, visit the COVID-19 resource page on the National Union's website – <https://uwua.net/covid/>.



National Safety Committee participants in the virtual, "Tailgate Talk": UWUA Safety Director Scotty MacNeill; Will Breton, Region IV rep; Jim Davis, chairman, gas subcommittee; Kevin Uraire, chairman, water subcommittee; Brian Hannon, chairman, electric subcommittee; Vincent Vales, Region I rep; and Cliff Deem, Region III rep. To watch the Tailgate Talk, visit the UWUA's Facebook page.



## HUMAN RIGHTS COMMITTEE

Nate Waters, *Chair, Human Rights Committee*

# Stand Against Racism!

When I watched the funeral services of George Floyd, a gentleman, a Black man who lost his life under the knee of a police officer, and listened to the speakers' words of comfort and remorse to the family, I could not help but reflect on my own life's experiences as a child growing up in the Black community and witnessing the impact of police brutality. At the end of the service, I stood for eight minutes and 46 seconds. It seemed like a lifetime. As I stood, I thought about George Floyd's murder, how he pleaded for his life and called out to his mother. Then I reflected on other murders and brutality imposed upon Black men and women, throughout our nation's history.

As I walked down memory lane with tears streaming down my face, I remembered the civil rights struggle, I remembered

the protest, the looting, the rioting. I remembered the police brutality, racist comments from some white people, and my treatment as an African-American. I was taken on an emotional roller coaster ride. I was filled with anger, hurt, frustration, bewilderment, confusion, disgust, guilt and hopelessness.

Then, in the very midst of all those emotions I began to reflect on where we are now. Thanks to social media and what the world witnessed across the globe, we have a level of awareness unlike any before. We have an overwhelming following in support of men and women of all colors, races, creeds, religions, ethnic backgrounds, and sexual orientation who are taking a stand against racism, against oppression, against brutality, and against outright murder! It's no longer acceptable to just be non-racist, now it's important to be anti-racist — to speak out



## WOMEN'S CAUCUS

Valerie King, *Co-Chair, Women's Caucus*

# As the World Stood Still, a New Movement Begins

The year of 2020 has been a time to pause, reflect, re-evaluate, and establish a "new normal!" Some say, "I can't wait until things, go back to normal!" There is no going back, we must move forward. It is time for change!

There have been so many unprecedented, horrific, events this year that have shed light on rogue leadership, government dysfunction, attacks on voting rights, social injustices, police brutality and political unrest across the country and in other nations.

An awakening of sorts has taken place. People are no longer denying the effects of systemic racism that create policies and hierarchies based on culture, race and ethnicities that produce privilege for some and, on the flip-side, one that causes dissension based on our differences. We must embrace our differences and recognize that we are all human beings deserving of equality and fair justice.

Our resiliency as a people is shown through our collective action, diversity, and a willingness to dismantle racism. "We the People" can work together to build an America that is truly a nation offering liberty and justice for all!

We cannot grow tired. There is a movement going on that needs to continue in order for disenfranchised people to be

recognized, treated as equals, and given the same opportunities (housing, education, healthcare, employment, citizenship, etc.) that others benefited from over the years. We have to ask ourselves, "What is our contribution?" "How do we get in good trouble?" "What can we do better?" It is important that we are part of the solution. Supporting our community is one way,

focusing on the needs of others, being of service, touching and repairing lives.

The National Women's Caucus "Rosie the Riveter" Virtual 5K Run/Walk held September 19 – 26 is one way we within the union are helping others. This solidarity fundraiser benefits community partners including Monterey Food Bank,

Matthew 25 Ministries, Black Veterans for Social Justice, Community Food Bank, Women's & Children's Crisis Shelter, and many more that have been impacted by COVID-19 across the country.

August was the 100th Anniversary of Women's Suffrage, how timely that it would fall in the year that so much discord is centered around elections!

We are now working on the 2nd UWUA calendar series depicting women in leadership, traditional and non-traditional jobs, and commemorating the Women Suffragettes, so "Stay Woke"!

**"We the People" can work together to build an America that is truly a nation offering liberty and justice for all!**



The UWUA's virtual townhall, "A Conversation on Solidarity, Equality and Justice," takes on the difficult conversation about race and racism.

against those things that have been barriers in the past, to look at the systematic and systemic problems that have created the things that we are experiencing now. It's time to have real and uncomfortable conversations, build strategies and design meth-

ods and practices for sustainability once they are put into place.

It is my personal belief that as a union, this is one of our most important roles. For I am reminded that the Rev. Dr. Martin Luther King, Jr. dedicated his life to the civil rights movement and sacrificed his life in support of sanitation (union) workers April 4, 1968 in Memphis, Tennessee.

I know we have UWUA leaders who stand against racism, who stand for that which is right. However, I also know we have racism that has infiltrated our union family. And that goes against everything unions stand for. We have to call out racism where we see it and come together to eradicate it. That's what union solidarity is based upon — looking out for and protecting each other. It's the very foundation of unions.

I have hope today. I'm confident we'll overcome this as a country and as a union. It's not going to be easy. It's going to take some difficult conversations and people getting comfortable with being uncomfortable. But together we can, and will, do it together!

## VETERAN'S COMMITTEE

Rick Passarelli, *Director of Veterans Affairs and Workforce Development*



## UMAP Finds a Way!

The economic and mental health challenges our veterans face due to this pandemic are distressing, particularly for those leaving military service and entering civilian life. There's a lot that keeps me up at night worrying about these individuals, but there are also reasons to be hopeful. The 24th graduating class of the Utility Workers Military Assistance Program (UMAP) offers a silver lining. Their story encapsulates the good coming out of the adversity we face today.

The excitement students felt as they embarked on a new career path and hope for a job were dashed when Dawson Technical Institute shut down because of the pandemic in the spring. While the program was closed, several organizations stepped up to provide the students with grocery gift cards to help them support their families, but students were forced to consider other options outside of the program. "That was a scary moment," said student, Latesia Harrington.

We at UMAP got to work immediately, making our case to the City of Chicago and to Dawson Technical that these students and the program itself should be designated "essential" and allowed to

reopen classes. We actually became the first program to open back up across the city. All eyes were on us with regard to protocols for how to move forward beyond our class of students.

According to program instructor, Brian Murray, "It was a challenge especially for the students. You'd have to talk loud, all of the instruction took longer in this environment." In the end, none of the students left the program and everyone graduated on August 6.

"Some of us could have left the program and looked into other options, but we chose not to," said Harrington. "We looked at the full scope of things, and knew that there was a career waiting for us. We all stuck it out and it was the right decision!"

Without the essential worker designation we secured, help from community groups along the way and the dedication and determination of our students and instructors, this situation certainly would have ended differently. On August 10 this group

of individuals started their careers with Peoples Gas, and a few weeks later our most diverse UMAP cohort yet — including five women — started their UMAP journey. There's a lot this terrible pandemic has taken away, but while we can, let's take a moment to celebrate some of the small victories that's come from it. Congratulations UMAP cohort 24!

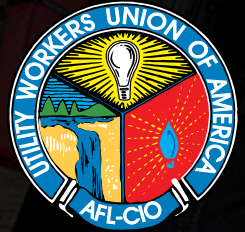
**"Some of us could have left the program and looked into other options, but we chose not to. We looked at the full scope of things, and knew that there was a career waiting for us. We all stuck it out and it was the right decision!"**

— Latesia Harrington, UMAP graduate





# GEAR **UP** GRADE GIVEAWAY



The Union Sportsmen's Alliance will gear up one lucky union member with a pair of Thorogood boots and a variety of Milwaukee tools.  
The Perfect Combo!



**PACKAGE VALUE**

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## PRIZE PACKAGE INCLUDES:

- 1 pair of Thorogood Boots (\$250 value)
- Milwaukee Tool M18 4 Gallon Backpack Sprayer
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- Milwaukee Tool M18 Fuel 10" Pole Saw Kit
- Milwaukee Tool M18 Rocket LED Tower Light

**ENTER TO WIN:**

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## Make Your Voice Heard, Vote!

**T**his has been a year of unprecedented challenges for the entire world. COVID-19 has claimed many lives worldwide, including over 185,000 lives here in the U.S. It has wreaked irrevocable economic harm on industries, businesses large and small, and caused families to fall into financial and emotional despair. Adding insult to injury, this once in a lifetime tragedy is still raging during what is undeniably the most important presidential election season ever.

### We will persevere

The Utility Workers Young Workers' Initiative Committee (YWIC), would like to offer our perspective and encouragement to our fellow UWUA sisters and brothers. We are all wading through these rough waters together and, while we may bend, we have not, nor will we, ever be broken. We are all forced to make tremendous sacrifices. We must endure the inability to physically be with our families and friends, or travel and live our lives free from necessary social distancing and safety precautions. Many have had to forgo traditional ceremonies and life events such as graduations, weddings, and funerals. We are all forced to make uneasy, necessary adjustments. Some have had to make the hardest adjustment of all; the adjustment of living without loved ones lost to this deadly virus. To those we offer our deepest condolences.

In our internal YWIC communications we realized a common theme. In spite of all we have sacrificed and lost, Utility Workers are still employed and still able to provide for our families. As many families have lost part or all of their income, at least from our vantage point, the Utility Workers have not experienced the same level of economic hardship as others. Many of our members work from home when and where it is possible, and there is a genuine effort to address the safety concerns raised by our leaders and members. For the most part our union leaders have received cooperation from our respective companies to keep us safe.

While we feel fortunate and blessed to still receive a paycheck during this pandemic, our feelings are balanced with empa-

thy and sympathy for our fellow Americans and anyone who has not been able to maintain economic wellbeing during the pandemic. Therefore, the YWIC is committed to ramping up our efforts in our community partnership endeavors. We will do our part to promote the union values that have benefited us throughout this pandemic. Whenever and wherever it is safe, we will continue to volunteer at food pantries, nursing

homes and labor and awareness walks. We will always represent the union way through our altruistic and educational projects, both internally with our members, and externally with our families and communities.

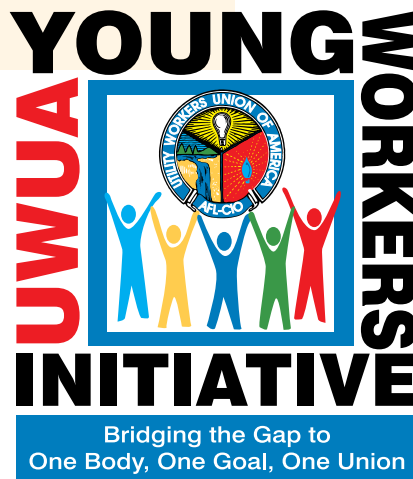
### Vote your interests

This pandemic has shined a light on the social and economic disparities that plague the working class. From the grocery store workers to the health care providers and, of course, the women and men who keep the power on. These essential workers are the frontline warriors getting us through this perilous time. They not only deserve greater appreciation, they all deserve job security, a living wage, affordable housing and healthcare. This can only happen if we have policy makers in place who will enact legislation that promotes justice and socioeconomic fairness.

This is why it is so important to vote. More importantly, we must vote our interests. Party affiliation means nothing if the issues that directly affect our livelihood and improve the quality of our

lives are not met. Our country is deeply divided and tribalism has largely replaced reason and compromise. The YWIC is not promoting one party over the other. We are simply suggesting we all make an informed decision at the ballot box. This November is an opportunity to give power to our voice and speak up for fairness, equality, and the interests of our families. Whether you are a Democrat, a Republican, or have no party affiliation, we are all working class Americans and our vote should reflect that.

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# Saluting Our UWUA Retirees

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

## Local 1-2

Jack Duncan  
Anthony Gordon  
Neil E. Hawkins  
Peter Modica  
Roger Paul  
Charles Pena  
Robert Roundtree

## Local 102-C

James Kinkad

## Local 102-D

William Ketter  
John J. Poroda Jr.

## Local 102-F

Paul Hager

## Local 102-Q

Larry Close

## Local 102-180

Peter Jerzerick  
William J. Long  
John Makoczny

## Local 104

Ellen Beauchamp

## Local 105

Mary C. Domke  
Michael S. Dunn  
Steven J. Gary  
Michael Howe  
Craig Reynolds  
Sharon Zimnie

## Local 106

Patrick Gordier

## Local 106 cont'd

Robert Gray  
William Saxman  
Stan Schmanske  
Dean Wood

## Local 107

Rick Tuitman

## Local 123

Michelle M. Wood

## Local 127

Terry A. Dusel  
Kathy Jo Mudd

## Local 144

Garry A. Edlund  
Scott Germain  
William R. Jamrog  
Michael Manntz  
Kevin P. McElroy  
Teri M. McElroy  
Leonard E. Techlin  
Thomas L. Witucki

## Local 160-C

Maria Chacon  
Mary Stewart

## Local 164

Rocky Picciano  
Sam Raneri  
Jeff Suggars

## Local 175

Moetta R. Brown  
Sherry Lynne Buckner  
Christopher A. Cline  
Stephen A. Foust

## Local 175 cont'd

James P. Fugate  
Robert A. McCall  
David Richard Murph  
Thomas J. Peed  
Joyce M. Puckett

## Local 223

Tim DeVos  
Ted Parkhurst  
Jeffrey Shoffman  
Lynn Vanderson

## Local 254

Alan Faulconer  
Paul Mangas  
Craig Moue

## Local 257

Scott J. Westmaas

## Local 258

Paul Parros

## Local 270

John Cogar Jr.  
Leo Fitzgerald  
Robert J. Golias  
Ronald Gruening  
Thomas Kissig  
Frank Liotta  
Elmer Luna  
Joseph Miklavic  
Donald Obrenski  
Kerry O'Neill  
Raymond Rosipko  
Thomas Roznik  
David Stenroos  
Jonathan S. Taylor

## Local 335

Alan F. Ratermann

## Local 350

Joe Budrevich  
Norm DeLong  
Kevin Durbin  
Mark Johnson

## Local 358

Todd Baughan

## Local 359

Marie Masi  
Brian Sousa

## Local 369

Maureen B. Bailey  
Vincent R. Baldwin  
Renee B. Banks-Clark  
Mark Blouin  
Paul C. Boyd  
Norman Bruso  
Debra Carreiro  
Michael Cordima  
John F. Coutinho  
Daniel S. Decourcy  
Michael J. DiPrizio  
William Eklund  
Robert E. Fallon  
Cliff Firth  
Steven Gonzales  
Doug Grady  
John Hart  
Michael Hespelt  
Alberta L. Labadie  
Gerard A. Loranger Jr.  
Roland Martins  
Robert R. McCabe  
James McLaughlin

## Local 369 cont'd

Donna Meredith  
Francis 'Mike' Moge  
Carl S. Morello  
Michael J. Murphy  
Daniel Needham  
Efrain Negron  
Eric J. Nesmith  
Paula J. Poole  
Susan M. Roman  
Mitchell A. Santos  
Shrenik Shah  
Chris Stanton  
John F. Trocki  
Tim Wall  
Mary E. Whiting

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Odessa Parsons

## Local 388

David Brayton  
Ney Carey  
David Gawlik

## Local 393

David Anderson  
Emmanuel Bryant  
Richard Cocozza  
Louis deGonzague  
Edward Houlihan  
Lawrence (Larry)  
Lamanna  
Joseph Leggio  
William Telford  
Elaine Vogel

## Local 395

Roman Mentel  
William Pagan

## Local 395 cont'd

Charles Stuerze

## Local 416

Nancy Mazzarini

## Local 423

Carl Dabrowski

## Local 430

Jack Foster  
Rick Smith

## Local 470-1

William Gost

## Local 478

Kevin D. Beadnell  
Don H. Benedict

## Local 534

Nelson Martins

## Local 573

Susan Dains

## Local 582

Dan Ellis

## Local 600

Chris Bradley  
Steve Gorman  
Jenny Karr  
Linda Ramsey

## Local 648

Don Walker

## UWUA Daughter Awarded Union Plus Scholarship

Every year, Union Plus awards college scholarships worth thousands of dollars to families of union members. This year's winners include Ariel Muñoz of Berkeley, California. Muñoz, whose father, Orlando Muñoz, is a member of UWUA Local 132 has been awarded a \$4,000 scholarship.

"I would like to express my gratitude for being selected as a 2020 Union Plus Scholarship recipient," Ariel says. "The UWUA has provided my father with appropriate workplace justice for over 20 years. The UWUA has subsequently supported me too — allowing me to seize several opportunities while growing up that have led to my current academic and professional success. I am very grateful for



Ariel and Orlando Muñoz

such benefits and support that the UWUA has provided for my father and look forward to taking after his footsteps as a member of the UWUA."

"I joined the UWUA in 2000," says Ariel's father Orlando. "The union has supported me with better pay wages, more equitable work hours, reliable health insurance for myself and my family, paid sick leave, workplace health and safety assurance, among many others — overall ensuring a more sustainable upbringing for myself and my family.

I am very proud of my beautiful daughter and am grateful to Eric Hofmann, president of Local 132 and for the continued support of our entire union."



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## Order Your

## UWUA Women's Caucus Calendars!

2021 Women's Caucus calendars, featuring women members across UWUA are now available for order. Reach out to your local president or to UWUA Women's Caucus co-chairs Valerie King ([vking@uwua.net](mailto:vking@uwua.net)) and Ursula Grant ([ursula.grant@uwua1-2.org](mailto:ursula.grant@uwua1-2.org)) for information about how to order calendars.

Calendars will be sent out in early December, just in time for the holidays and make great gifts. Sales of the calendar will help more women across UWUA attend trainings and educational events.

