

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXV, No. 4 October/November/December 2020

2020: A Year of Resilience

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Talent, Oregon, Sept. 8, 2020.

Photo by Kevin Jantzer/Associated Press

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James Slevin

Focus on Unity!

This year has been one of the toughest years for us as individuals, as an organization, and as a country. The very fabric of our lives has been torn apart.

Through it all, as Utility Workers, we continue to strive to be the best that we can be. We are moving forward, and will emerge from the multiple crises we face in a better place in 2021 and beyond.

We lost several members to COVID-19, and our thoughts and prayers are with their families and co-workers. We are very fortunate to continue delivering life-giving, life-sustaining, utility services to the communities we serve in these trying times, while providing middle-class livelihoods for our families.

Doing what we do best

Despite the natural and man-made disasters we encountered this year, the UWUA continues to deliver for our members the things that make our union successful.

We negotiated numerous collective bargaining agreements with wage increases, health and pension benefits, and improved safety provisions. While we initially met with employer resistance to pandemic response planning and providing appropriate Personal Protective Equipment (PPE) to our members, utilities were forced to face the fact that we need to be protected, as do the customers we serve.

It was a turbulent year. Between the protests over racial injustice and the politics of a presidential election, we kept our sights on our role as utility workers and did everything possible to make sure our members returned home to their loved ones safely at the end of the day.

I'm proud of what our members accomplished in the past year, but our work is far from over. I'm looking forward to even greater achievements in 2021.

Strength through unity

We've faced many challenges in our lifetime. The coronavirus is one of the most challenging. Undoubtedly, there will be a COVID-19 vaccination soon. Hopefully, this will allow us to return to some degree of normalcy. But we are living in a transformative time and will never go back to exactly the way things were.

Unity will be my focus in the coming year. We may have our differences, but we have a common thread running through our hearts and minds that knits us together as UWUA members. We have more in common than we have differences. Our similarities bring us together; our differences allow us to be divided. Let's focus on our similarities, not our differences.

Let's actively listen to each other so we can unite behind a common agenda to rebuild our nation and emerge from the pandemic in a better place.

Let's actively listen to each other so we can unite behind a common agenda to rebuild our nation and emerge from the pandemic in a better place.

Investing in the future

There is bipartisan support for major investment in the nation's utility infrastructure. We are at the table with industry and policymakers, knowing our members are well equipped to benefit from infrastructure investment.

Continuing to build on a number of successful programs to support our members puts the UWUA at

an advantage looking ahead. These include, among others: our National Health and Safety Committee, which has demonstrated the power union members have to ensure the safety of workers and their communities; the Power for America Training Trust, which continues to train thousands of incumbent and future members; and the Utility Workers Military Assistance Program (UMAP), which connects veterans with lifelong careers in the utility industry.

In 2021 we will make sure that when there are conversations on climate issues, the workers who provided power to generations of Americans are not forgotten. We recognize our members employed in industries experiencing rapid change as energy veterans. They cannot be forgotten. A truly just transition will ensure that our energy veterans are recognized for their contributions to our society. We don't forget our service men and women and we will not neglect our energy veterans.

As this year comes to a close, let's reflect on what experience has taught us and be proud to be Utility Workers.

Have a safe, healthy holiday season, and Happy New Year!

Cleveland Water Workers Ink 3-Yr. Deal

The 58 members of Ohio Local 270 working at Cleveland Water recently ratified a new three-year contract with the city that includes annual raises, increases in clothing and tool allowances, improvements in pay for North American Technician Excellence (NATE) certifications, increased life insurance, and more.

Significantly, the contract, which runs from April 1, 2019-March 31, 2022, includes no increases in medical, dental or vision coverage for members.

The Cleveland Water workers voted to affiliate with the UWUA in 2017 because they were tired of being taken advantage of and the lack of representation by their independent union. Since joining Local 270,

“Unions are only as strong as their members. Everybody has to work together because we are only as strong as the weakest link.”

— Jess Appleby, chair, Local 270 Water Division



they have benefited from being part of the UWUA National Union and the power that comes with it.

“The more members you have the better you are,” says Jess Appleby, chair of the local’s Water Division. A building engineer with previous experience in the building trades, Appleby knows, “Unions are only as strong as their members. Everybody has to work together because we are only as strong as the weakest link.”

Appleby started working at Cleveland Water at the same time the

independent union was affiliating with the UWUA. “I don’t know how bad it was before,” he says, continuing, “One member told me that the other union never helped her like the Utility Workers are helping her now. We are well represented now.”

Local 270 President Frank Meznarich agrees, “The UWUA takes pride in representing every member and going the extra mile to ensure their rights are respected and their contracts are enforced.”

MA Municipal Workers Join UWUA East Longmeadow Affiliation Brings Power!

“It was time for a change, that’s why we chose to affiliate with the UWUA,” explains Nicholas Gioiosi, the leader of an independent union representing Department of Public Works employees in East Longmeadow, MA. “We were looking for stronger representation and, so far, it’s working,” he says, adding, “We’re getting more respect now.”

Gioiosi and his 30-plus co-workers will soon be rewarded for their deci-

“It’s good to have union representatives who are only here for us and are not compromised by relationships they might have here.”

— Nicholas Gioiosi, leader, Department of Public Works employees in East Longmeadow

sion to join the UWUA with the National Union’s newest charter, Local 169. They work in water and sewer,

highway construction, maintenance, and other jobs to keep the town running smoothly.

“We had a local lawyer who was representing us,” Gioiosi says. “It was hard having a guy who lives in town and pays taxes negotiate with the town for our raises. It’s good to have union representatives who are only here for us and are not compromised by relationships they might have here.”

East Longmeadow, MA is located near the Berkshire Mountains.

Local 477-W Members Win Big at Highland County Water

Members of UWUA Local 477-W at Highland County Water Co. successfully defeated management demands for punishing concessions from hourly employees, and instead nailed down big wage gains during negotiations completed in November.

Hourly employees at the rural southern Ohio water utility continued working under an expired contract since August 2019, while pushing back against unfair demands for concessions. The company's demands included elimination of arbitration from the contract, stripping away all restrictions on subcontracting of members' work, and even taking away company-provided uniforms from these essential, front-line workers.

15-month fightback pays off

After standing firm for more than a year, however, UWUA members successfully pressed management to drop every one of its demands for takeaways. Local 477-W also secured a substantial wage package. The wage increase for 2020 alone amounts to an approximately 10% increase in hourly wages, not including a \$2,500 bonus.

The company also agreed to continue the existing healthcare plan with no concessions, and to increase a weekly benefit for workers required to be on-call for overtime work.

"This win is one more example of the commitment of the Utility Workers Union of America to go to bat for any of our smaller local unions under unfair attack, just as we do every day for all UWUA members," stated Senior National Representative Kelly Cooper, who led contract negotiations.

Unwilling to buckle under to management's demands to cripple the grievance procedure, UWUA members at the company instead dug in for a long fight to protect their union contract.

Local 477-W members voted to ratify the new union contract by an overwhelming margin on November 24.

Highland County Water serves roughly 11,000 customers in five rural counties around Hillsboro, Ohio. Local 477-W has represented hourly employees at the company for decades. Although small in number, 12 bargaining unit employees, UWUA members at the company do not shy away from standing up for their rights.

Negotiations for a new contract in 2019 bogged down over company demands for irrational concessions, most crucially to eliminate arbitration from the grievance procedure. That proposal resulted from management's ham-fisted response to a union victory three years earlier, when Local 477-W won an arbitration award that overturned the company's unfair discharge of local union president Brian Burba, ordering his reinstatement with full backpay.

Unwilling to buckle under to management's demands to cripple the grievance procedure, UWUA members at the company instead dug in for a long fight to protect their union contract.

Unprecedented corporate reform battle

The gains made by Local 477-W came on the heels of a successful grassroots campaign supported by the UWUA National Union to elect three new candidates to the company's board of directors, defeating three management-backed incumbent directors in the process.

Highland County Water is a non-profit corporation, with its customers serving as the company's owners with the right to elect corporate directors every year. At this year's annual meeting on October 15,

the newly formed Members Committee for a Better Highland County Water Company swept all three director positions up for election.

A majority of the voters at the meeting also adopted two reforms to the company's bylaws that will make it much easier for customers to elect independent directors in the future.

Greg Jones, one of the winning candidates for director, is also a member of Local 175 from nearby Dayton Power and Light.

"I am pleased by the support we gained from the company's customers in this election," stated Jones. "I look forward to working with the new board of directors to make Highland County Water a better company, both for its customers and for its hourly employees."



Local 477-W President Brian Burba, left, and Bargaining Committee member Paul Pfeffer.

What is your most inspiring memory of the UWUA in 2020?



Gretchen Benhardt

Local 455 Secretary-Treasurer
National Women's Caucus Committee Member

"During 2020 I've been inspired by working along with all the various members of the UWUA providing essential services to all of our communities across the USA during such unprecedented times. Also, being a part of the UWUA Women's Caucus Committee, has been very inspiring as we join together to find innovative ways to help educate and encourage women about each of our respective positions, opening doors for women to seek opportunities in non-traditional jobs."



Sharon Griffith

Local 1-2
Financial Observer/ Shop Steward
National Human Rights Committee Member

"My most inspiring memory of the UWUA in 2020 is when we took the initiative to start the conversation on solidarity, equality, and justice with our first-ever UWUA town hall meeting. As utility workers we are used to interacting with one another daily face-to-face. The pandemic may have altered our interaction, but it could not stop us. That first town hall showed me that we will always find a way. Many organizations have been silent on the matter of equality and justice, but we are not. We are being honest and straightforward. I appreciate us accepting that, for us to ignite change, it must start at home, in our locals, and in the companies we represent. Having these conversations can be hard, will be hard, but we would not be UWUA if we did not push through. I value us having leadership that is resilient, proactive, transparent, and open-minded. This is the kind of leadership needed to get through these tough times. It is inspiring to see that the conversations are not dying down and the UWUA has continued these town halls speaking about possible solutions to address racial equality, safety, women's and veteran's rights. I am looking forward for what is to come!"



Tony Duran

Local 132 Shop Steward
Veterans Coordinator Region V

“Finding inspiration in 2020 has been tough for us all. Everywhere you look, there is a negative article written about either the pandemic, riots, politics, or all of the above, combined. The one thing that sticks out for me, however, is the incredible job my union, Local 132, has done to secure my ability to support my family. My inspiration comes from how hard my union has fought to not only keep our jobs, but improve our working conditions, even during a global pandemic.

Being a utility worker hasn’t always been viewed as a very prestigious profession but neither was my time as a U.S. Army soldier. You put your head down, work hard and go home tired and dirty most days. But like my time in the military, you do it for your brothers and sisters beside you.

I draw inspiration from my union brothers and sisters.”



Ronnie J. Brooks, Jr.

Local 393
National Safety Committee Member

“My fondest memory of 2020 is working with my fellow National Safety Committee members. We have all had the same goal from day one: to protect every UWUA member during this coronavirus pandemic. There have been many days and nights spent in Microsoft Team meetings, as well as numerous phone calls, texts, and e-mails to make sure we had the most up-to-date information to ensure the safety of our members. We quickly passed this to the local unions in our regions and established a close working relationship with them. Working towards a safer workplace has brought our members closer to each other during these stressful times.”



Kris Chard

Local 104, Renewable Energy Specialist

“What inspired me most in 2020 was the UWUA backing our business plan to operate remotely as much as possible. In doing so, this reduced our exposure throughout this pandemic ensuring the health and safety of our co-workers and family.”

Political Roundup —

**Forward
to 2021!**

As we move into the holiday season and look back on one of the most eventful years in modern memory, there is much upon which to reflect — and many changes coming down the road ahead. With President-elect Joe Biden and Vice President-elect Kamala Harris moving full steam ahead with the work of transitioning control of the government, now is the time to take stock of what change means for Utility Workers.

Labor Rights

One of the core elements of the Biden-Harris campaign all year long has been to place organized labor at the center of their ‘Build Back Better’ Jobs and Economic Recovery program. Regardless of when an effective and widely distributed COVID-19 vaccine emerges, it is a certainty that the incoming administration will immediately move to appoint labor friendly personnel across the government, most particularly at the U.S. Department of Labor and the National Labor Relations Board.

Although, as of this writing, there are still several names in the mix for these positions, they all share one thing in common — careers grounded in a lifetime of support for the rights of workers to organize and bargain collectively. Trade unionists should expect these agencies, and government policy, to change course in support of unions and workers beginning from Day 1 of the new administration. These changes will result in real benefits for the UWUA and its members on vital issues such as workplace safety, the right to form a union and to negotiate strong contracts. These changes will be brought about because the Biden-Harris administration values unions and workers.

It's been a long year and the path ahead will not be without obstacles but, with the work and solidarity of Utility Workers, members should expect to feel the winds of change blowing in their favor.

Energy Policy

Over the course of a long campaign season, much has been written and said about the views of the candidates regarding energy policy. As has been widely reported, the Biden-Harris plan calls for an investment of over seven trillion dollars in

infrastructure, healthcare, and education. That is a tall aspiration but, regardless of what gains political traction in the next few years, it's a fact that utility companies across the nation will continue to make new investment decisions regarding the manner in which energy is produced, stored, and distributed and that new technologies will continue to change what's technically feasible. For the foreseeable future, it is a certainty that the nation's energy systems will continue to evolve.

Despite the attempt of ‘gotcha’ journalism over the last year to pin the Biden-Harris team down on what technologies they may favor, the plain fact is that the next administration will be an ‘all of the above’ government. Energy systems are simply too fundamental, and too deeply entwined within the economy for major changes to occur overnight, and the politics of attempting such rapid — and radical — change would continue to run into opposition on both sides of the political aisle.

Employers, markets, technologies, and consumers can expect the steady evolution of the energy sector to continue over time, just as they have been for the last two decades. Of course, these changes have not always been a positive for everyone involved. As industries reposition assets, as investment priorities change, and as technologies advance, jobs will be gained and jobs will be lost. The UWUA will be training, organizing and preparing for the new jobs that are coming, and assisting those workers and communities where change has negative impacts to help them chart the next stage in their lives.

As the energy industry continues to change and to the extent that impacts members, the UWUA leadership is confident that the Biden-Harris administration will listen to the union's concerns and work together to create a path forward for members, their families and their communities.

UWUA Looks Ahead to Coming Changes

Workplace Safety

A centerpiece of the Biden-Harris campaign has been to elevate the need to rejuvenate the federal Occupational Safety and Health Administration (OSHA). Over the course of the last year, the candidates have made clear that, in their view, OSHA has been missing in action in the fight to contain COVID-19. They have consistently called for swift action to be taken by OSHA to staff up, increase safety inspections, and put in place a much needed national standard — starting with an emergency temporary standard immediately — for infectious disease control in American workplaces.

Putting the power of federal oversight, inspection, and even penalties behind basic requirements such as social distancing, handwashing, ventilation, personal protective equipment, and proper communication of risks and safety measures would be a game-changer. On this and many other, more traditional workplace safety issues, the incoming administration is expected to take real action to protect the health and safety of UWUA members, and of all American workers.

Working In the New Normal

With two Senate races in Georgia still to be decided in January, it appears as though the era of divided government is likely to continue. Even if the Senate should end up in a 50-50 tie however, moving major policy in government will remain a high bar as procedural rules such as the Senate filibuster, and centrist officials such as Sen. Joe Manchin of West Virginia and others, will make radical change close to impossible. Particularly as the Democratic majority in the House has narrowed considerably, a more realistic expectation is that this will be an era of reduced expectations and compromise to meet small — but not unimportant — goals.

On energy, policy initiatives such as preserving existing nuclear facilities, building out carbon capture and storage technologies, or making the natural gas grid more efficient by curtailing methane losses will stand a far higher chance of seeing daylight than more radical approaches to energy policy advanced by more progressive politicians.

On labor, much progress will be made through political and policy choices within federal agencies but, as trade unionists, union members must be educating themselves on these changes along the way. It is unlikely that full bore reform of federal labor law will take place with the political center holding sway in D.C. Instead, the ‘devil will be in the details’ as agency rules and decisions will steadily alter the landscape in favor of organized labor.

On safety, workers will have a strong new ally at OSHA, and a chance to recharge the agency with its core duty — ensuring safe workplaces for all Americans.

It’s been a long year and the path ahead will not be without obstacles but, with the work and solidarity of organized labor, UWUA members should expect to feel the winds of change blowing in their favor.

UWUA Supports Labor Candidates Around the Country



Across the country, the UWUA leveraged the power of its national Committee On Political Education (COPE) fund to influence races at the national, state and local levels, helping to support labor-friendly candidates and key policy allies. In addition to the Biden-Harris campaign, the union supported races for the U.S. House and Senate, state legislatures, and city and county officials in Alabama, Arizona, California, Colorado, Florida, Georgia, Illinois, Iowa, Kentucky, Maine, Massachusetts, Michigan, Minnesota, Mississippi, Montana, New Jersey, New York, North Carolina, Ohio, Pennsylvania, and Texas.

The UWUA has friends and allies all over America and took action to help them at every opportunity. Candidates sought the union’s support on issues affecting families, workplace safety, energy policy, infrastructure investment, union apprenticeship training programs, and the rights of workers to take collective action. By demonstrating the ability to impact elections in states across the country, the UWUA made its members’ voices heard, pressed candidates to support the rights of working people, and advanced a message of family and community-supporting jobs for the future of which members can all be proud!

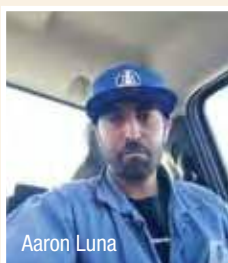
2020: Year of Resilience

Battling wildfires, saving lives, and living through COVID-19, utility workers are taking care of business day-in and day-out, 24-hours a day, 365 days a year.

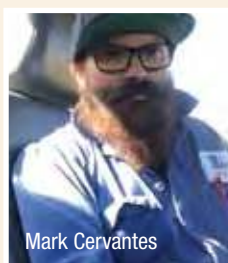
Local 132 Members' Actions Save Life

Working roadside in Riverside County, California, Local 132 members Mark Cervantes and Aaron Luna recently rushed to the aid of a contractor who was hit by an out-of-control car, saving his life. Here's their story.

"This particular day we had a lot going on and the morning was going good," recalls Local 132 Lead Construction Technician Mark Cervantes. "We were changing out about 1,100 feet of gas main with multiple tie-ins at two intersections. We probably had 12 people, a boring crew on one side, a grinding area, and about 500 feet of traffic set up with a flagger on the north and a flagger on the south to stop traffic in both directions.



Aaron Luna



Mark Cervantes

We were getting ready to put a steel plate down. And there was a box truck moving slowly through the intersection."

"I was across the street," says Construction Technician Aaron Luna. "That's when I heard the revving of the engine."

"It was almost like a drag race, pedal to the metal, this guy is just jamming," Cervantes explains. "He gets around the

box truck, cuts the first flare of our cones and realizes that there is a plate coming down."

"There was no room for him to go anywhere," says Luna. "He didn't brake. He tried to get around but he was either hitting the plate or hitting the backhoe. You hear it happening before you see it."

That's when the driver struck a contractor who was grinding the road for Cervantes and Luna.

"I see Balthazar [the contractor] on the ground. I realize it's bad," Cervantes says.

Luna adds, "I ran across the street, I saw Mark was already on the phone calling 911, so I took the next step."

"Aaron really stepped up. He took off his safety vest and started going with the



View from Vice President, California Water Utility Council (CWUC), Northern CA Safety Advocate and Member of Local 160-D, Scott Carmichael's House.



Power for America's Cal Water Foreman Leadership Safety Training class.



The remains of Local 609 member Robert Buckmaster's family home in Talent, OR.

The coronavirus, unprecedented wildfires, record-breaking hurricanes, and the protests for racial equality and justice, all converged to make 2020 a year of transformative change.

Through it all, UWUA members proved their resilience by confronting head-on each of these challenges to ensure life sustaining water, gas, and electricity is delivered safely and as equitably as possible, given the utility industry, to hundreds of millions of Americans.

These pages highlight some of the heroic measures UWUA members took throughout this momentous year.

Combating the California and Oregon wildfires required

extraordinary effort and coordination. And every step of the way, UWUA California Water Utility Council members in Locals 160, 160-C, 160-D, 205, 283, and 484 stood tall, supporting their communities, maintaining water pressure to fight the fires, assisting customers, and repairing leaks. All while observing social distancing, fighting heat prostration with temperatures reaching well over 100 degrees, servicing members, attending safety and other meetings; and prepping for upcoming contract negotiations. Some continued their duties even after evacuating their homes as the fires threatened to engulf their communities.

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tourniquet, tying it around Balthazar's leg. It seemed like it took forever," Cervantes continues. "In that moment of first responding, seconds feel like minutes."

According to both the paramedics and the doctors who treated Balthazar, if it wasn't for the immediate attention and first aid Luna and Cervantes applied, he would have lost his life.

Today, "His spirits are good," says Cervantes, who worked with Balthazar regularly and says he is a well-seasoned worker and no stranger to street construction. "He was in a coma and we didn't know if he was going to make it. He ended up losing his leg mid-thigh. But he's going to make it."

"Safety is something we live by," Cervantes explains. "We have safety meetings at the end of the day to talk about the next

"When you go through your CPR and first-aid training, you never think you are going to need it, you hope you're never going to need it. But the minute you do, you'll be glad to you went through that training."

— Aaron Luna

day's work and then we talk about it again at the beginning of the day."

Both Cervantes and Luna agree, the lesson of this experience is, "For anyone

who puts on a construction vest and works near traffic cones, try not to have your back towards traffic. Keep your head on a swivel and just really use all your senses, your ears, your eyes, even that Spidey sense that says something's not right. It's probably correct," Cervantes explains.

"Our first responder training definitely helped," Luna says. "When you go through your CPR and first-aid training, you never think you are going to need it, you hope you're never going to need it. But the minute you do, you'll be glad to you went through that training."

"I really feel strongly that it could have been anybody in this uniform who could step up and do what we did. I don't think I did anything special it just had to get done," Cervantes concludes.



Matt Gipson, Local 160-D member, giving back to a community that was evacuated.



Emergency Cal Water trucks ready for deployment.



Air quality in Chico, CA.

Cal Water created various procedures for emergency/catastrophic events, including the Emergency Operations Center (EOC). The EOC relies on the Power for America's (P4A) Union Safety Advocate Program to ensure that members are working safely and prepared with the necessary tools, and to disseminate information to communities when a catastrophic event is triggered by PG&E's Public Safety and Power Shutoff (PSPS).

As Safety Advocate for Northern California and Vice-President of CWUC, Scott Carmichael, explains, "I, along with the other Safety Advocates, provide critical input to keep our members safe. This is particularly important under COVID, with the recent fires and heat we have been experiencing."

Planning for, and being prepared to work in a crisis is critical. Training and working at different times of day helps to



COVID Journey With Eric Florka

Eric Florka is a husband, a father, a 22-year Local 105 member and a gas line worker based in Royal Oak, MI who is lucky to be alive today. He spent 44 days in the hospital with COVID-19. His condition became so bad that his family didn't anticipate he would ever come home from the hospital. He recently spoke about his experience days after his 20th wedding anniversary. He has a stern warning to his fellow members.



I thought I was in a car accident. I tried to rip the mask off until someone told me what was going on."

"I was on a respirator for three weeks getting oxygen at full blast and getting all the

help the hospital could give me without a ventilator. I battled for a few weeks on the respirator. I couldn't move. I could barely breathe. I couldn't do anything."

He was lucky to be a match for and receive plasma that was destined for another patient who recovered enough not to need it. According to Eric, it was a pivotal moment in his recovery.

Today he says, "I'm back at work but I still have to go to physical therapy. I have pulmonary issues and maybe permanent damage to my lungs."

"What I'd really like people to do is,

Monday morning, Friday after work, whatever, stop and real quick, take a look at something you never noticed before because I almost didn't have the opportunity to do that again. We take so much for granted. Just getting out of my truck and walking in the door was a journey for me a couple months ago."

His message to his fellow members: "I want people to know this mask that I wear isn't for me, it's for you, your wife and your kids, or your husband, or partner, anyone who is around. I am going to respect you to wear the mask and please, respect me and wear one, too. It's serious. It's out there. The disease is real and it can be deadly. The only way you won't get COVID-19 is by social distancing, wear the proper PPE and mask up."

To listen to his full story, check out the "Me You Us" podcast interview he did: <https://podcasts.apple.com/.../covid.../id1523527926...>

It all started right before Good Friday. "I wasn't feeling well and I thought it was my allergies, and I had shortness of breath and a cough," said Eric. "I went home and went right to bed. My wife talked me into going to the hospital and I woke up in the ICU with a mask on.

As this historic year comes to a close, UWUA members are now even more battle tested, more resilient than ever, and prepared to take on the challenges and demands these transformative times bring.



Crews drop cases of water at every doorstep of those impacted by a water shut down.



Salinas, CA pumping station threatened by fire.

ensure workers can work an emergency at any hour of the day and in varying weather. Through PSPS, members train to ensure safety and readiness for emergencies, and prepare “go bags” or “bug out bags” to live out of hotels if necessary.

The need for this was brought home in Oregon, where Local 609 member Robert Buckmaster and his children had

20 minutes to grab some clothes and essentials and evacuate his house in Talent, OR.

As this historic year comes to a close, UWUA members are now even more battle tested, more resilient than ever, and prepared to take on the challenges and demands these transformative times bring.

Raymond Sherwood: COVID Survivor

Raymond Sherwood, NY Local 1-2 former executive board member, was stricken by COVID early in the pandemic. He's back to work, feeling strong, and shares his thoughts in his own words so others can learn from his experience.



Once stricken by COVID, you go through a lot of stress. The lesson I learned is that management does not respect the workforce enough. We have the power to change that by being active union members.

It was early March when I got admitted into the hospital. My lungs and nostrils felt like sandpaper, like sawdust piling up. COVID does a lot of things. I also had bilateral pneumonia.

After I got out, I got a call from the Con Ed Pandemic Team. They had scheduled me to go back to work the day after my two-week quarantine was up. I let him know that I was not going to return to work until I got cleared by my doctor, who said I needed to be quarantined for three weeks. He said “ok.”

I'm a collector, meter operations, out in the field. I deal with a lot of people. Before I was stricken with this illness, my co-worker and I criticized management about not sanitizing the place enough. The next week I went out sick.

We are months into the pandemic now, and at a recent meeting with management about COVID, we let them know that they are still not doing enough, not keeping up with what needs to get done. They are lagging, half-stepping. For example, they are still

not taking temperatures when people enter the building and they are not sanitizing the place adequately.

Once stricken by COVID, you go through a lot of stress. You feel like you are tagged. I respect my co-workers and don't want to infect anyone else.

The lesson I learned is that management does not respect the workforce enough. We have the power to change that by being active union members.

Looking Forward to 2021!



Michael Coleman
Secretary-Treasurer

What a challenging year 2020 has been for all of us. COVID-19 has tested our resolve, our creativity, and our adaptability. We had to rethink contract negotiation procedures; adapt to new technology and virtual meetings, and most importantly ensure the safety of our members.

Our organization and, more importantly, our members have been tested and have stood up to the task. We are first responders and we are resilient.

Membership safety

During this COVID crisis many city leaders and governmental organizations across the country labeled utility workers as “essential employees.” We already knew this fact. Personal Protective Equipment (PPE) became a well known term for the first time in many households.

We already live with this terminology. In many communities utility workers received first responder recognition. We already knew this reality and we will continue to fight for first responder status in every state — not just during a pandemic.

We want to thank our local leadership and national representatives who really stepped up in negotiating safe working conditions and ensuring that our members had the required PPE to safely perform their jobs. Our utility workers take customer service to heart and did what was necessary to ensure that our customers had service, often times wearing what looked like HAZMAT suits for their safety — that’s dedication and commitment.

Contract negotiations

Contract negotiations took on a whole new look given the circumstances and the new social distancing requirements. Each and every level of leadership in the UWUA had to do things a bit differently during this new normal. We have many members in new leadership roles and our locals, working with national leadership and national representatives, really stepped up to the plate in securing solid contracts.

The first priority, again, was negotiating and ensuring the safe work environment of our membership. Many locals successfully secured new work rules and safety measures for our

members working under these new COVID conditions. Where possible, to limit exposure and safeguard collective bargaining agreements, the UWUA negotiated with employers for contract extensions that include wage enhancements. Where necessary, in-person meetings were held to maintain fair and decent contracts at the bargaining table. Despite all the obstacles of 2020, the UWUA has negotiated fair wage increases for our membership and improved safety rules.

Administration

National administration has also been quite challenging with social distancing, staffing rotations, safe travel concerns, and very limited personal interaction. All National Union business has been properly executed. While most 2020 in-person meetings were cancelled, executive board and UWUA Health and Welfare Fund meetings were completed and held via video conference. We cancelled all 2020 regional education conferences and in-person training events and renegotiated each of those event contracts with no penalties. This was no easy task as every organization was trying to salvage contracts at the same time and in the best interest of their respective organizations. We will be communicating future conferences and training opportunities once we have more certainty around this pandemic.

The National leadership has maintained strong interpersonal communication with our local financial officers. We helped locals with employer payroll and dues issues, as well as assisting, where necessary, to ensure appropriate filing of Internal Revenue Service (IRS) forms and Department of Labor (DOL) filings and compliance. Brothers and sisters, during this pandemic many members were working remotely and, at times, working from wherever you could get an internet signal to get the job done!

In closing, brothers and sisters, please take the opportunity to enjoy your family and loved ones throughout this holiday season. Let’s leave 2020 in the rear view mirror and look forward to a healthy, happy 2021.

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please take the opportunity to enjoy your family and loved ones throughout this holiday season. Let’s leave 2020 in the rear view mirror and look forward to a healthy, happy 2021.**

Expanding P4A Training Helps Build the Union

In addition to the normal challenges facing the membership of the UWUA, including a significant hurricane season and devastating wildfires, 2020 also included a historic pandemic. In response to the pandemic, many states established shelter-in-place orders for all but essential workers. One could argue that there are no more essential workers than utility workers.

The label of essential worker means UWUA members must face the pandemic head on, day-to-day, as they perform both emergency, essential, and routine work. Throughout all of this, members of the UWUA have risen to the occasion, as they always do, showing the true meaning of essential workers both within the utility industry and in society as a whole.

Online training a success

There are not many parts of our work that are not essential, but one of those areas put on the back burner during the pandemic was training. Many state's shelter-in-place orders included limits on gathering sizes. These limits resulted in traditional in-person training, like that provided by the Power for America Training Trust Fund (P4A), being canceled or postponed. The first quarter of 2020 saw P4A training reduced to zero as employers responded to states' shelter-in-place orders.

Prior to the pandemic, the P4A had just begun venturing into remote and online training. The pandemic required P4A to advance this training timeline. In partnership with employers such as American Water and Cal Water, the second quarter of 2020 saw unprecedented online and remote training. At American Water, more than 1,500 members participated in over 6,500 online courses provided by the P4A. Cal Water, which had only recently joined the P4A, started a union-led safety program that got jump-started with the needed response to the pandemic. Much of the Cal Water P4A-provided training was a comprehensive program for pandemic response created by the members of the Cal Water Council via video conference.

The adaptations that were made, like online training, provide a completely new format for P4A courses.

Despite the reduced in-person training during the first quarter, there was much work being done by the P4A and its member employers to safely provide training that was postponed for the second half of the year. Beginning in July, P4A started in-person training again, beginning in Michigan and Chicago, with the Utility Workers Military Assistance Program (UMAP). In Michigan, UMAP provided training and employment opportunities to 35

veterans, and the Chicago program added another 20 veterans, while doing so safely.

The end goal is for new hires to come through the P4A program, thereby building a stronger tie between the member and the union because the union provides the training that gave the new member the opportunity for employment.

Pathway to careers

There is much to be excited about with the P4A's training plans for 2021. During 2020, the fund applied for, and was granted, a change to its non-profit status, from a labor/management fund to one that provides education. This change will allow the P4A to expand its training from incumbent/new hire training to also include pre-hire training.

This will expand the current UMAP program and also allow the P4A to become a conduit for qualified applicants to gain careers with participating employers. The end goal is for new hires to come

through the P4A program, thereby building a stronger tie between the member and the union because the union provides the training that gave the new member the opportunity for employment.

The first opportunity for P4A to do new hire training will include an expansion of the P4A's offering into electric lines work. The P4A currently provides many annually required training courses for electric lines, however, starting in December, the P4A will begin providing an electric line climbing orientation program that will focus on beginning pole climbing techniques.

In addition to the climbing orientation, beginning in February, P4A will provide an 11-week climbing school, that once completed by potential new hires, will result in an opportunity to enter into an electric line apprenticeship. The newly provided climbing school will also include a UMAP opportunity for veterans, expanding the P4A's UMAP and the union's commitment to our veterans.



Patrick Dillon
Executive Vice President

The Labor Movement and Politics



John Duffy
National Vice President

It is well known that labor unions have a long history of fighting to improve the lives of workers through better pay, benefits and establishing a safe work environment.

The gains workers made through organizing and collective bargaining began well before employers were required by law to recognize and bargain with unions. The earliest recorded strike occurred in 1768 when New York journeymen tailors protested a wage reduction. The formation of the Federal Society of Cordwainers (shoemakers) in Philadelphia in 1794 is listed as the first trade union in the U.S. The first national labor organization, the Knights of Labor, was formed in 1869.

Back then, employers had no legal obligation to recognize or bargain with a union. It was strictly voluntary. The only way workers could get their employer to recognize their union was by withholding their labor through striking. Violence, bloodshed and even death were more the norm than the exception during labor disputes in those days.

It was clear things needed to change for American workers. But employers were not going to voluntarily change their ways. It took meaningful, enforceable legislation to change the labor landscape.

Child labor outlawed

The first significant legislation came with the enactment of child labor laws. The 1900 U.S. census reported that 1.75 million children, ages 10–15, composed about 6% of the nation's labor force. In 1916, Congress passed the Keating–Owen Child Labor Act, the first national child labor bill. Keating–Owen was challenged and, in 1918, overturned by the Supreme Court. A year later, child labor protections were passed as part of the Revenue Act of 1919. Like Keating–Owen, this legislation was deemed unconstitutional.

It was not until 1938, with the passage of the Fair Labor Standards Act (FLSA), that federal protections for children in the workplace became law. Like previous legislation, the act was challenged, but this time, upheld by the Supreme Court. Before this legislation, it was not unusual to find children as young as 10 years old, working in the harshest of conditions, with unlimited working hours!

Efforts to pass legislation to create safe work environments were also met with strong opposition. Back in the early 1900s workers had little recourse when injured on the job. Workers

who noticed hazards could either assume the risk and continue working or leave work. They were powerless to change the condition.

In 1910, New York became the first state to adopt comprehensive workers' compensation. But on March 24, 1911, a New York judge ruled the statute violated both the state and federal constitutions. The very next day, on March 25, 1911, in what is known as the Triangle Shirtwaist Factory fire, 146 garment workers were killed when their factory caught fire. The New

York constitution was then amended, a new workers' compensation law was passed, and the U.S. Supreme Court upheld it against challenge in 1917. But it wasn't until 1948 that every state adopted comprehensive workers' compensation legislation, with Mississippi being the last.

Pro-labor politicians make a difference

With violent, bloody labor disputes continuing throughout the country, finally, in 1935, workers gained the right to form and join unions with the passage of the National Labor Relations Act that required employers in the private sector to recognize and bargain with unions. Prior to that, in 1933, Congress passed the National Industrial Recovery Act (NIRA). But that act was declared unconstitutional by the Supreme Court.

When it came to protecting workers by preventing workplace injuries to begin with, it wasn't until 1970, with the passage of the Occupational Safety and Health Act, that workers won federal legislation designed to regulate workplace safety. In order to establish and enforce standards, the act created the Occupational Safety and Health Administration (OSHA), a division of the U.S. Department of Labor.

All these legislative gains made by workers were met with strong resistance from employers, anti-labor politicians and the Supreme Court. Make no mistake about it, these gains were brought about with the direct involvement of the labor movement's support for pro-labor politicians.

Organized labor's continued involvement in the political arena is just as essential today as it was 100 years ago. The labor movement's engagement in politics must continue in an effort to not only enact stronger labor laws, but to protect existing law as well.

The labor movement's engagement in politics must continue in an effort to not only enact stronger labor laws, but to protect existing law as well.



Get to Know Your OSHA Labor Liaison

The COVID-19 pandemic has highlighted the importance of workplace safety. Everyone now has a much better understanding of how challenging it can be to stay safe, and keep others safe, so people can go home at the end of the day in the same condition they left to go to work.

No one knows the importance of safety better than UWUA members. Whether working in water, gas, electric, or any other industry represented by the UWUA, members are taught the importance of safety and practice it every day on the job.

OSHA turns 50

December 2020, marks the 50th anniversary of

Congress's enactment of the Occupational Safety and Health Act, promising workers the right to a safe job. Still, as this year has shown, too many workers remain at serious risk of illness, injury or death on the job.

The act created the Occupational Safety and Health Administration (OSHA) to enforce the law.

OSHA has 10 regional offices located in major metropolitan areas and 89 offices scattered throughout the country. According to the OSHA website, "Each office has a labor liaison whose job it is to maintain communication with organized and unorganized workers... You can contact them if you need help, if you want to establish a relationship between your group and OSHA, or if you want to establish or update a health and safety system in your workplace."

It is very important for every UWUA local to know who their OSHA liaison is and to develop a relationship with them. In this way, if an employer does not address safety concerns at a worksite, you can call in OSHA to hold your employer accountable.

A recent case of OSHA's power involved Columbia Gas in Massachusetts. At the height of the pandemic earlier this year, Local 273 (now merged with Local 369) sent a letter to the local OSHA office alleging a number of workplace hazards relating to the company's failure to meet COVID-19 safety requirements.

Among the alleged hazards were: the employer was not providing PPE to employees, no wipes, no head and shoe covers, no hand sanitizer, no N-95s, no gloves; not maintaining social distancing; a field crew not being notified of a customer who

cancelled a home visit due to illness; non-working radios in trucks; and the worksite not being cleaned appropriately.

The OSHA office notified Columbia Gas of the alleged violations of CDC and OSHA safety requirements and gave the employer one week to report back on their findings and implement the recommendations.

OSHA's recommendations to address the alleged violations, included: developing an infectious disease preparedness and response plan; implementing basic infection prevention measures; developing policies and procedures for prompt identification and isolation of sick people; providing PPE and training in accordance with

OSHA standards; and communicating and training employees regarding measures to take to reduce potential exposure.

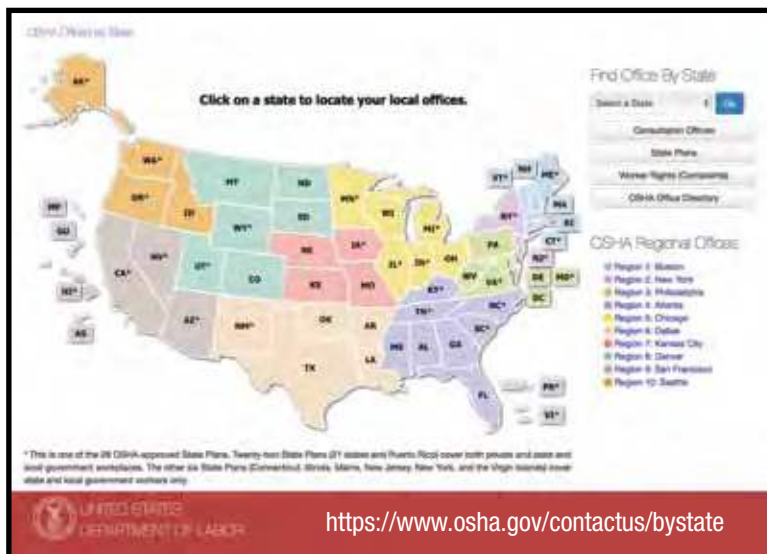
File complaints in a timely manner

OSHA cited the following in its response to the union's concerns: "Section 11(c) of the OSH Act provides protection for employees against discrimination because of their involvement in protected safety and health related activity... You should file this complaint as soon as possible since OSHA normally can accept only those complaints filed within 30 days of the alleged discriminatory action."

Union members have more safety protections than their non-union counterparts, thanks to the union contract. According to the Economic Policy Institute's August report *Why unions are good for workers — especially in a crisis like COVID-19*, "During the crisis, unionized workers have been able to secure enhanced safety measures, additional premium pay, paid sick time, and a say in the terms of furloughs or work-share arrangements to save jobs. These pandemic-specific benefits build on the many ways unions help workers."

Still, as the AFL-CIO's recent report, *Death on the Job the Toll of Neglect*, makes clear, through October 1, OSHA had opened investigations into only 198 of the more than 9,000 employee complaints it received related to COVID-19.

There is much work to be done to make our workplaces safer. With the upcoming inauguration of President-elect Biden and Vice President-elect Kamala Harris, we expect a re-investment in OSHA by the federal government that will result in safer workplaces for everyone.



<https://www.osha.gov/contactus/bystate>

Local 18007's Mike Konrath to Retire

Chicago Local 18007's Mike Konrath will be retiring from Peoples Gas after 31-years of service. He started February 20, 1990 and will be retiring February 22, 2021. His contributions to the local over his long career have been monumental.

"Mike played an instrumental role in setting up and making whole our PEACE Team," says Local 18007 President Tim Jaroch. "In his facilitator role, he had an immensely positive effect on safety out in the field. He took the role and made it his own, showing us all the leader that he is!"

PEACE Team facilitator

Chief Steward Sean Gaurige, who first worked with Konrath on a two-man crew, will be taking over from him as the PEACE Team facilitator, says, "Mike created the culture of safety that we have now. Coming from the street department, having 'been there and done that,' he brought knowledge and experience that really hit home with the members."

The local's Planning Effective Actions Controlling Exposures (PEACE) process centers safety in everything the local does by connecting front-line workers with union safety facilitators.

'No name, no blame'

"We want to jump ahead of something before it turns into a safety issue," Gaurige explains. "If we see an unsafe exposure happening, we stop it at the field level before an accident occurs. Our policy is 'no name, no blame.' Coming from another union employee, with no discipline involved, it works. We want to make sure everyone goes home safely."

The company's response to COVID-19 is a recent example of how the PEACE Team works to get out in front of things. Working with management, the team became the avenue for

"The loyalty and hard work that Mike has displayed through the years can never be put into words. His shoes will be impossible to fill. To say he will be missed would be an understatement! Mike is our family; our brother and he will always have a place in Local 18007. Best wishes on your retirement and good luck on your next adventure!"

— Local 18007 President Tim Jaroch



Mike Konrath



communicating the dangers of the virus with union members. "Coming from us, members listen. Coming from management, they may not," Gaurige says.

The PEACE Team has a coordinator in each shop and the company pays them to go out and observe their fellow-union members to make sure they are working safely.

The PEACE Team's symbol is two hands shaking. "To me what that means is the company and the union shaking hands to do everything we can to make everybody safe," Gaurige adds, "We're always bumping heads with management, but when it comes to safety, we agree."

CDL training

In addition to making the PEACE Team a success, Konrath also played a huge role in the Commercial Drivers License training that the union does in-house. "This training was made possible because

of brothers like him, looking to keep our local union strong," Jaroch notes.

Thanks to the UWUA's Utility Workers Military Assistance Program (UMAP), most new Local 18007 members are veterans. "Giving back to someone who gave for us, it feels good to train them. And we owe a lot of that to Mike," Gaurige, who is a CDL instructor, says.

"The loyalty and hard work that Mike has displayed through the years can never be put into words. His shoes will be impossible to fill," Jaroch concludes. "To say he will be missed would be an understatement! Mike is our family; our brother and he will always have a place in Local 18007. Best wishes on your retirement and good luck on your next adventure!"

Utility Career “Life Changing” for These Grads

Fifteen years ago, a partnership between UWUA Local 369, Bunker Hill Community College and Eversource Energy in Boston helped to build a talent pipeline for the company’s rapidly retiring workforce. Just two years ago, the Electric Power Utility Technology (EPUT) Program hit the refresh button expanding recruiting to minorities and women and bolstering academic coaching and cohort support efforts. The program — according to students who found careers in the utility sector as a result — was life changing.

Moving forward

One of the participants, Luis Martinez who graduated earlier this year found his second chance through EPUT. He was homeless at one point and was previously kicked out of Bunker Hill Community College.

“I kept fighting and fighting to move one step forward but happened to move 10 steps back. I fought hard to get a chance to sit and tell somebody I could do better,” said Martinez. “That chance finally came in the form of EPUT. It has made me the best version of myself, maintaining a 3.5 GPA, a member of Phi Theta Kappa Honor Society, and a Student Ambassador.”

According to Marion Jones, who leads technical training and workforce development programs at Eversource, the company offers tuition assistance for the two-year associate’s degree program. Students have a chance to get a sense of what their typical workday will look like by spending one day a week at the Eversource lab. Students also receive PPE, fire retardant clothing, first-aid/CPR and OSHA training.

Dilce Barros, who also graduated this

“I was a little bit lost. I knew I wanted to go back to school. I’m very thankful a friend told me about this program (EPUT). I’m so lucky, otherwise I might still be looking for a path to take.”

— Dilce Barros, EPUT graduate, Local 369 member



Dilce Barros



Victor Galeas, EPUT graduate, Local 369 member

year, says she’s not sure where she would be without the EPUT program. “I was a little bit lost,” said Barros. “I knew I wanted to go back to school. I’m very thankful a friend told me about this program. I’m so lucky, otherwise I might still be looking for a path to take.”

Women encouraged

Every fall the program partners with high schools to spotlight a path forward for females in trade positions specifically. The events are an opportunity for students to hear more about the EPUT program from women in the gas and electric utility sectors.



Luis Martinez

“I fought hard to get a chance to sit and tell somebody I could do better. That chance finally came in the form of EPUT. It has made me the best version of myself.”

— Luis Martinez, EPUT graduate, Local 369 member

According to Local 369 President Craig Pinkham, “For those who have gone through the EPUT program, it has clearly changed the trajectory of these young people’s lives. Many graduated high school without a clear plan for what’s next. The training and employment opportunities provided through EPUT allowed them to see the possibility within themselves. We’re glad to have these individuals as our UWUA sisters and brothers.”



WOMEN'S CAUCUS

Valerie King, Co-Chair, Women's Caucus

Forward Movement: R³ (Reflect, Reset, Restart)

As we close out the year that has changed us all, it is evident we have lost a lot in 2020. Our world perspectives were changed to varying degrees. Many of us experienced a feeling of sadness, uncertainty, loss, and adapted to the everchanging world that was unpredictable, and chaotic. We forged ahead to create some normalcy in our lives by reflecting on our core values as a union. Solidarity, building community partnerships, diversity, inclusion, and addressing the social unrest across the country were the key elements in rebounding.

It is moments like this that provide opportunities for retrospection, so that we can reset ourselves for the betterment of our union on all levels. Internal organizing, engaging and educating members to embrace equality, unionism, growing the union, knowing our history, milestones, and future triumphs, must be



The National Women's Caucus paid tribute to the 100th Anniversary of the 19th Amendment granting women the right to vote. Co-Chair Ursula Grant, NY Local 1-2, portrays a woman suffragette at the recently unveiled statue of women's rights pioneers Susan B. Anthony, Elizabeth Cady Stanton and Sojourner Truth in Central Park.

on the agenda. By doing so, we will leave a legacy for future generations of collective activism and fighting against the injustices that create divisiveness, disenfranchisement, discrimination, inequality, and the inability to provide the basic standards of living.

Restarting: it will not be easy! Especially, in the current environment! But we are the union! Union strong! Time and time again, we have shown our perseverance, and transformative approaches in working creatively to make change. Laying the foundation begins with strategizing, planning, organizing, and mobilizing! This is an ongoing process, and we cannot be complacent. As Steven Furtick said, "A dream without action, and a dream without justice is a delusion!" Sharpening our focus is imperative. If we do not plan a strategy to build a diverse pipeline of union leaders,

we are planning to fail our union and members. 2021 is a year of new beginnings. Let us seize opportunities throughout our locals and nationally to **reflect, reset and restart (R³)**.



The National Women's Caucus "Rosie the Riveter Virtual 5K Run/Walk" was held September 19 – 26 as a solidarity fundraiser raising thousands of dollars to benefit community partners impacted by COVID-19. Local 223 Rosie's runner, Ingrid Lee, summed up the community building experience: "We had a great time acknowledging women in the workforce while participating in this event."





P4A Awarded Grant to Support Women, Minority Veterans in Post-Military Careers

The UWUA's Power for America Training Trust Fund (P4A) recently was awarded a \$200,000 Lumina Foundation grant to help servicemembers successfully

transition into post-military careers. The funding will help around 100 service members and veterans — particularly men and women of color — to apply the skills and credentials they gained in the military toward continued education and employment as civilians.

"The utility sector has a lot to offer veterans and servicemembers, including a supportive, team environment and a mission-driven ethos to serve communities," said UWUA President Jim Slevin. "This important

grant funding will help more individuals take full advantage of the skills they learned in the military and smoothly launch them into high-wage, family-supporting careers."

P4A is one of four programs supporting the foundation's Military Credentialing Advancement Initiative (MCAI) to identify obstacles servicemembers face entering the civilian workforce. Statistics show around 70% of the roughly 200,000 veterans who enter the civilian workforce each year, must retrain, requalify or start over in education.

This is especially true for servicemembers of color who make up around 43% of the active-duty force and disproportionately cluster into low-skilled, low-wage jobs such as food service,

supply administration and warehousing and equipment handling after their military service. The MCAI grant looks to advance those Military Occupational Standards, Navy Rates and Air Force Specialty Codes targeted by the grant for positive outcomes and deliverables in these recognized areas.

"We're pleased to participate in this grant program which is key to building stackable, transparent credentials that lead to strong employment outcomes," said Jonathan Harmon, P4A executive director.

"We are proud and excited to embark on this new program and to support military communities."

This grant will help P4A replicate the success of its gas sector training-to-placement program — that's benefitted over 700 veterans since 2012 — expanding into a new electric sector training-to-placement program. P4A also has plans to replicate this model for the water sector. Individuals who participate in the program will be hired by one of P4A's company partners upon completion of the program.

"We're pleased to participate in this grant program which is key to building stackable, transparent credentials that lead to strong employment outcomes. We are proud and excited to embark on this new program and to support military communities."

— Jonathan Harmon, P4A executive director

UWUA Partners with AFL-CIO Veterans Council

The UWUA has a new partnership with the Union Veterans Council AFL-CIO, and will be advocating with the UVC for working veterans.



The UVC believes that labor issues are veterans' issues. It is well known that union veterans also have unique life experiences and needs. The UVC exists to give veterans a place in the labor movement.

The UVC cares about issues facing veterans in their communities such as: helping service members transition to civilian life through job training and apprenticeship

programs; raising veteran wages; improving the VA; solving veteran homelessness; and ending veteran suicides.

The UVC is a space for UWUA members to meet other working veterans, talk about experiences, and come together to serve their communities.

To join UVC's community of working veterans, hear about how the UVC is fighting for veterans across the country, and receive updates on actions and events supporting nearby working veterans, go to <https://unionveterans.org>.

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

Kazimerz Butryn
Jerry Dwyer
Janet Gucciardo
Ellen Hayes
Lincoln Joseph
Orlando Martinez
Robert Roundtree
Diana Siddons

Local 102-F

Daniel DeFrank

Local 102-H

Emmett Chatman

Local 123

James A. Pathfinder

Local 127

Lou Ann Varley

Local 144

Kurt P. Beauchamp
Robert W. Deprekel
Daniel H. Hurley
Brian K. Krol
Kevin P. Lee
Scott A. Seipke

Local 160-C

Magdalena Nunez

Local 175

Oscar A. Almeyda
William Thomas Davis

Local 175 cont'd

Betty Jo McCullah
Jan L. Pace
Rickey T. Vice

Local 223

Robert Behm
George Beuhler
Aaron Branford
Anthony J. Brunet
Dennis Graff
Michael Haroney
Susan Heatherly

Local 253

Thomas Seelhoff

Local 254

Sharon Burrows
Keith McWain
Richard Semrow

Local 270

Frank R. Aiello
Donald Giermann
Douglas A. Haldi
Richard A. Holub
Steven T. Krotine
Jeffrey Melton
William Tarkey
David J. Vignal
Noel A. Walker

Local 347

Damien Hall
Mark Howie

Local 347 cont'd

Greg Loper
Michael Norman

Local 365

Chris Szatny

Local 369

Peter Boudreau
Richard W. Bridgeo
Peter Casey
Howard C. Forgue
Michael D. Gomes
Robert Gouveia
William Heffernan
James Huxley
Mary C. Locke
Bryan Macomber
Keith L. Manchester
John B. Roman
Susan A. Santos
Chris Sharrigan
Mark G. Tanner

Local 388

Mike Lake

Local 416

James Abernathy
Geraldine Hutchins
Tom Turzak

Local 423

Joseph Francis
Myles Ross
Tom Strenko

Local 430

Gary Taylor

Local 433

Jon J. Istik
Concetta L. Lombardo
Mekael H. Obeid

Local 470-1

Alfred DeMaio
James Galligan
Beverly Gibson
Edward Gorman III
Robert Hooghkirk
Donald Hovick
Robert Inganni
Diane Jarett
James Jimenez
Julian Lezon
Marsha Little
Gino Lopez
Timothy Moran
Marilyn Nilsen-Jerz
Vivian Palermo
Robert Pantalone
Mary Pruzinsky
Anthony Sanchez Jr.
Sandra Tinari
Angela Young

Local 478

Larry A. Schrader
Bruce S. Teater

Local 534

James Filardo

Local G555

Steve Sombati

Local 564

Jim Adame
Mike E. Bell
Rich A. Blohm
Jim Bradley
Dan M. Evitts
Gary R. Granda
Brian J. Hagerty
John F. Kennedy
Lynn A. Klumpp
Dave A. Lone
Bob McCartney Jr.
John E. Metzger
Pat M. Moon
John L. Perrin
Jeff R. Piechowiak
Rick L. Pudvan
Tom P. Schultz
Walt H. Smith
Dave W. Streeter
Keith G. Tamlyn
Randy L. Terrian
Ron J. Tetloff

Local 648

Barb Coffay
Dennis Mecca

Local 18007

Michael Konrath
Torrence Tribble

Feed the Need in Putnam County, FL



Shout out to Local 551 in Florida! Located in one of the poorest counties in the state, during the pandemic, and while negotiating a new contract, Local 551 members made a generous \$6,000 donation to the local Feed The Need food bank. The funds will purchase jelly to go with the 2,500 jars of peanut butter donated by Jif employees from the Lexington, Kentucky plant.

Pictured left to right: Justine Scharnow, trustee; Nate Price, trustee; Mark Solomon, vice president; Ian Riddle, president; Julia Warwick, Feed The Need; Dalton Driggers, secretary; Bobby Conner, treasurer; Kelly Carnahan, trustee.



Free College



The Union Plus Free College Benefit offers working families an accessible, debt-free and convenient higher education opportunity. You, your spouse, children, financial dependents and grandchildren, can all benefit from this exciting program.

Find out more about this and other great Union Plus programs by visiting unionplus.org.

Learn more at **unionplus.org**




UNIONPLUS



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

In Memoriam

Mark Reed and Gary Taylor



Gary Taylor



Mark Reed

Gary R. Taylor, 58, of Gallipolis, OH, passed away August 25, 2020 from injuries received in an accident at the Kyger Creek Power Plant. Gary was a member of UWUA Local 430. He was a Grievance Officer and a member of the executive board for the local. Gary was committed to standing up for workers' rights and a staunch supporter of the labor movement.

Mark Reed, 32, of Arcanum, OH passed away on August 15, 2020 from injuries suffered in a vehicular accident. Mark was a member of Local 175 and worked as a lineman out of the Xenia Service Center for Dayton Power and Light (DP&L).

We wish you a
Happy Holiday &
a Joyful
New Year!

From UWUA

