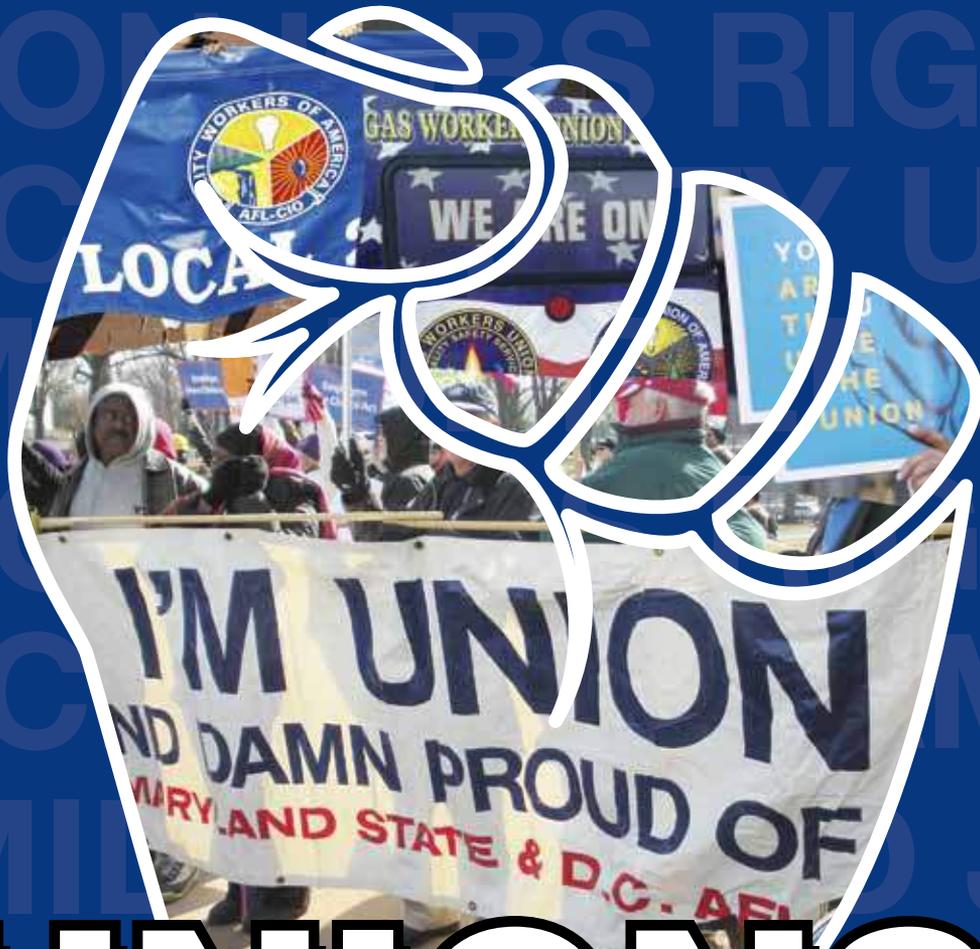


# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXVI, No. 1 January/February/March 2021



# UNIONS: It's Our Time!

# THE UTILITY WORKER



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*James Slevin*

# United We Stand, Divided We Fall!

**A** lot of people are hurting in our country today. The pandemic has revealed weaknesses that need to be addressed if we are to move forward as a nation.

We have our differences but we all have shared values and common goals: economic security, a safe place to live, a good education, and affordable quality health care, among them. Everybody wants a better tomorrow for their family, friends and community.

## **It's union time!**

We can have all these things if we are united in demanding them and work together to achieve them. Now is the time for people who have been sitting on the sidelines to get engaged, and the best way to do so is through your union.

As we approach the 75th anniversary of the founding of the UWUA on April 6, 1946, I ask each and every one of you to recommit yourself to the ideals of our founders as expressed in our Constitution.

Let's listen to each other, and agree to disagree if need be, but I know we can all unite to achieve the goals of our founders. It's union time!

## **Support the right to peaceful protest**

I have received correspondence from members who want to know why I condemned the siege of the Capitol but did not denounce the violence this past summer.

I want to thank those who took the time to reach out to me about this. Even though I don't agree that there is a correlation between these two events, I do respect their viewpoint and appreciate them for expressing it.

I will tell you that I denounce ALL violence. I believe everyone has the right to peacefully protest and, as a labor leader, I have done so many times. I also believe that no one has the right to cause anyone physical harm or destroy property. This takes away from the goals of protestors, whoever they might be. It distorts their message and is used against them.

I do not believe the protests over the summer can be compared with what happened on January 6. People who

decided to attack the pillars of our democracy should not be compared to those who took to the streets to demand that everyone be treated equally, with dignity and respect. It's unfortunate and counterproductive that some did so in a violent manner.

## **Defend our democracy**

The protests this past summer were against structural and institutional racism, which need to be addressed at every level for our democracy to thrive.

What we saw on January 6, were people who didn't agree with the outcome of the national election. While I respect and appreciate everyone's viewpoint, I do take issue with

those who wish to take away our democracy in a violent manner.

At the root of the January 6 insurrection is white supremacy, which, by definition, is undemocratic.

I feel that as members of the Utility Workers Union of America, we need to be respectful of each other and united in our goals. And I ask every member to recommit himself or herself to what is quoted in the preamble of the UWUA Constitution.

*"The Utility Workers Union of America, AFL-CIO is an organization of members united by the belief in the dignity and worth of workers and by an understanding of the necessity and value of the services we provide to the public for their health and wellbeing. We are dedicated to improving the lives of our members and their families and to enhancing the quality of life in our communities.*

*"We are an organization of men and women of every race, religion, age, and ethnicity, who are committed to a society where all workers and their families live and work with dignity; where there is an economic and political mandate for a more equitable distribution of the nation's wealth for all those performing useful service to society; where workers have a collective voice and power at the workplace; where economic well being is achieved for our members and all workers; where work is satisfying and fairly rewarded."*

As your president, I will do everything in my power to carry this message forward for generations yet unborn to benefit from.

**Now is the time for people who have been sitting on the sidelines to get engaged, and the best way to do so is through your union.**

# CN Local 470 Contract Win Brings Gains to Members

Four hundred Local 470 members who work for United Illuminate in Connecticut welcomed the new year enjoying the benefits of a new contract that protects their jobs, brings 3.5% annual wage increases, and keeps health care costs level, for the duration of the 4.5-year agreement.

Gains came during the onslaught of the pandemic after local leaders and the employer agreed to extend their old contract for six months while negotiating the new one.

## No-layoff clause is key

“We like long-term contracts,” explains Local 470 President Moses Rams. “The no-layoff clause for everyone covered by the contract is the most important thing,” he explains, adding, “Going forward, we agreed to an enhanced 401(k) that will replace our defined benefit pension for new hires and, as a result, current members can now take an in-service retire-

ment at age 60 and start collecting their annuity or lump sum payment while continuing to work.”

United Illuminate is a subsidiary of Avangrid, which owns eight electric and natural gas utilities in New York and New England, as well as renewable generation facilities, mostly wind, in 22 states. Avangrid is now pursuing the nation’s first commercial-scale offshore wind project off the coast of Cape Cod through a joint venture with Vineyard Wind. Avangrid’s parent corporation, Iberdrola is a multinational energy utility based in Spain.

## Data influences outcome

Over his almost 20 years as Local 470 president, Rams has negotiated a number of strong contracts and lead successful efforts for the continuous growth of his membership.

He credits his local’s success negotiating contracts in large part to, “Sticking to the facts,” he says. “Market data is

really important to the way we negotiate and it makes our argument for what our members deserve stronger. We want our members’ wages, benefits and working conditions to be comparable to other utility workers who work in electric or gas in the New York metropolitan region.” He explains, “I want to be compared to people who work here. I don’t want to be compared to a utility worker where they might not even be union and are paid half of what we make. And we’ve been successful in establishing this in our negotiations.”

## Members build value

Moses and his local leadership stress the importance of building the strength of their membership by asking the question “How do we make ourselves more valuable?” He explains, “No one knows your work better than you do. We decided to identify subject matter experts/leaders within our own ranks that can lead the work safely, proficiently and better than any other person — foreman, supervisor, or outside entity. You don’t have to look very far for that person, he or she may be right in front of you. When that leader arises, they teach us how we can be more valuable. That, in turn, helps us at the bargaining table.”

Local 470 call center members are an example of how UWUA members’ knowledge of their jobs and how best to do them can lead to success during contract negotiations. During the previous round of bargaining, the employer wanted to outsource call center work. The local fought back and proved to United Illuminate that it made economic sense to keep call center services in-house with union members doing the work.

In addition to the 400 members at United Illuminate, Local 470 represents another 100 members working in PSE&G powerhouses and at Southern Connecticut Gas.



## Larry Kelley

May 21, 1951 — January 27, 2021

*“Be wise, organize.”*

Larry Kelley, who retired in 2018, recently passed away. Larry was a 38-year member of Local 102H. He started as a volunteer national organizer in 1996 and then served 10 years as a UWUA national organizer. Thousands of UWUA members benefited from Larry’s work, which he always enjoyed. He was a lineman and serviceman for West Penn Power Company, and past president of Local 102H.

He was always “Proud to be union. Representative for the worker.” His death was not COVID-19 related.

Larry loved fishing and traveling, his cars, and especially his little cat, Gracie. Surviving in addition to his wife, Ann, are two stepsons, David Lucas II, and Michael Lucas. He was very proud of his boys. Also surviving is his daughter Allison Kelley Hillberry; brothers Gary Kelley, James Kelley, Robert Kelley, William Kelley, grandchildren Ashley Lucas, Kelli Lucas, Jonathan Lucas, Madison Lucas and Jeg Lucas; and several nieces and nephews.

Larry will always be remembered for his saying, “Be wise, organize.” Larry Kelley, R.I.P.

# Berea, OH Water Workers Organize Into the UWUA

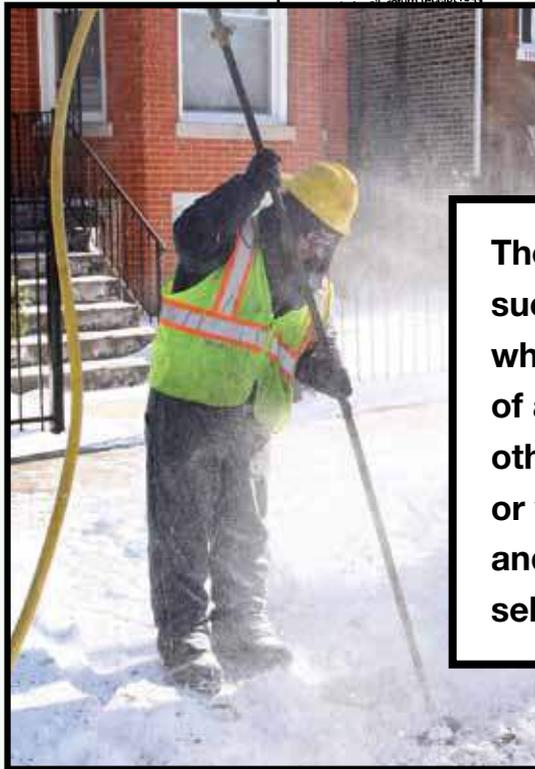
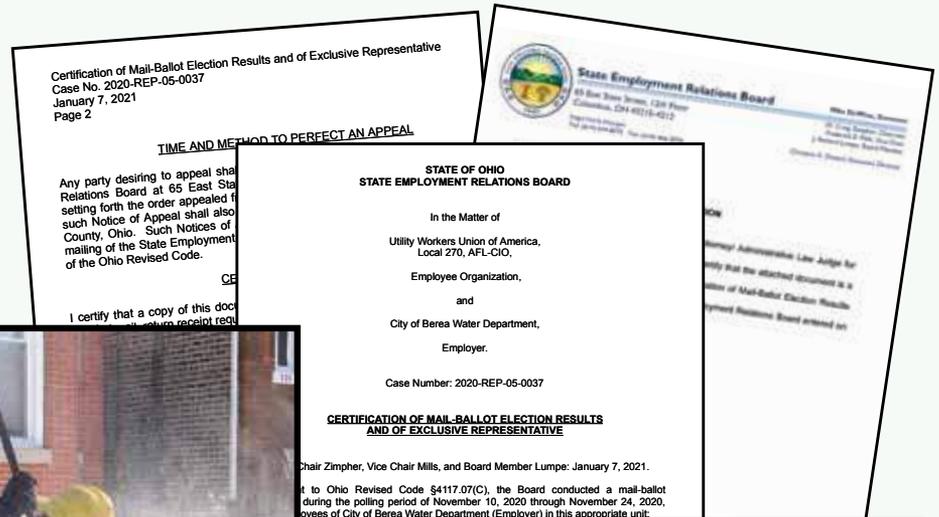
Continuing a string of victories in its water division, Ohio Local 270 recently welcomed the City of Berea Water Department workers as its newest members.

The Berea win is an example of how successful organizing drives emerge when members who enjoy the benefits of a UWUA contract share this with others who work for the same employer, or within a particular industry or region, and encourage them to organize themselves into the union.

## Berea workers reach out

“We got a call at the union hall from City of Berea water workers who had talked to some of our local brothers who we had organized at the Cleveland Water Department,” explains Dave Coggins, a master mechanic at the Perry Nuclear Power Plant and Local 270 volunteer organizer. “They saw what the UWUA was doing for the Cleveland members and thought it was a good opportunity for them to join the union. Frank [Local 270 President Frank Meznarich] got me involved. I got a couple of contacts at Berea, listened to their concerns and told them what we could do for them.”

The State Employment Relations Board certified the election win on January 7, 2021 and Local 270 is now



**The Berea win is an example of how successful organizing drives emerge when members who enjoy the benefits of a UWUA contract share this with others who work for the same employer, or within a particular industry or region, and encourage them to organize themselves into the union.**

in the process of putting together proposals in preparation for negotiating a first contract for the eight City of Berea water department union members.

## One union win leads to another

The organizing drive started with 10 individuals interested in joining the UWUA. The City of Berea contested two of the positions. Meznarich, UWUA Organizing Director Bob Houser, and Region III National Representative Rich Cossell moved forward with the union election for the eight workers who are now members and refiled for an election for the two individuals the city was able

to carve out. “We are moving forward with those two individuals and the outlook is very promising,” Meznarich says.

The Berea workers sought out the UWUA because they were dissatisfied with what they were getting. They learned of the high quality of representation the UWUA gives its members through word of mouth and decided to join the union. The City of Berea is a suburb of Cleveland.

When the Cleveland Water workers joined the union in 2017, Meznarich recognized the opportunities that would create, “Not just for our new Cleveland Water workers, but for others as well,” he said then. With the Berea win, his prediction of building on the Cleveland victory was realized.

# ***What do you want the Biden administration to do to help build UWUA power?***



**Barbara Yatauro**

Senior Clerk  
President, Local 393

“The basic goal of a union is to ensure safe working conditions, secure, competitive wages and benefits, and to give the employees a voice within the company. It is critical for the Biden administration to give those same union members a voice within their government. I want the administration to appoint board members to the NLRB who have strong union backgrounds. As the old saying goes, ‘If you don’t have a seat at the table, you’re on the menu.’ Let’s see UWUA have a seat at the table.”



**Nicole Wallace-Edgar**

Customer Field Representative  
Shop Steward, Local 1-2

“I would like to see the Biden administration do two things to empower the UWUA. 1) Pass the Protecting the Right to Organize (PRO) Act. By guaranteeing the right to organize, the government can accomplish pay equity, transparency, and stability, and rebuild the middle class. 2) Fund programs like the UWUA’s Power for America (P4A) and the Utility Workers Military Assistance Program (UMAP) to train workers and veterans in utility sector jobs. As we move to a green energy platform, we will need workers to build solar and wind farms, and hydroelectric generating stations. Servicepersons returning from active duty need jobs, and workers in coal-fired plants that are being decommissioned or oil workers in a shrinking field of work need to be retrained. We need funds to help accomplish that.”



**Kimberly K. Cueto**

Substation Design Technician  
Local 600

“As a safety committee member I want strong leadership in OSHA, as we have in newly chosen James Frederick, a former workplace safety advocate of the United Steelworkers. The selection of Labor Department Secretary, Marty Walsh, a former union leader, will benefit union members. I am hopeful that these changes will help us advocate for more equity. Both my parents were union workers during and after World War II, and active in the civil rights movement. As I think on unity and solidarity with all my union sisters and brothers, I know my thoughts of being in unity with African-Americans and their struggles came because both of my parents were involved in the civil rights marches in the 1960’s.”



**Juanita Smallwood**

Internet Representative  
Treasurer, Local 601

“Employers should not have the ability to undermine the right to organize if it is the will of the working majority to do so. With that being said, I would like the Biden administration to help make the formation of unions easier by passing the Protecting the Right to Organize (PRO) Act.”



**Jill Varguez**

Energy Technician Residential  
Shop Steward, Local 132

“I want the Biden administration to consult with unions and industries affected by any proposed legislation. I want them to take into account the people whose livelihoods and safety will be affected. Our skills and experience will be essential to building a safer infrastructure, and we should be integral to the planning process.”



**Elandra Brown**

Substation Operator  
Local 223

“As a president who identifies with minorities and women, I want Biden’s administration to continue to support unions. Being a union member afforded me the opportunity to have a career at age 20. It allowed me to be flexible in my career path, afforded me decent work opportunities and job security for the past seven years. I greatly appreciate the solidarity and support of my brothers in Local 223. Participating in union activities has also allowed me to become part of a sisterhood within my union, with many women working in non-traditional roles.”



**Diane Ternosky**

Engineering Technician  
Local G-555

“Safety is number one. The Occupational Safety and Health Administration (OSHA) was created to ensure employers provide a safe workplace. The Biden administration can empower OSHA to ensure employers are compliant, so utility workers everywhere can work safely. The lack of enforcement by the prior administration helped employers, not the worker. Now is the time for that to change.”

# The Time Is Right To Organize!

**VOLUNTEER ORGANIZERS WANTED!**

Are you interested in empowering others & building leadership skills?

UWUA is looking for individuals who want to help others form a union. We need you!

You can help others earn a better living while at the same time learning invaluable leadership and negotiating skills.

Those interested must be willing to travel, attend trainings and be UWUA members in good standing. Those who participate have a chance to develop new leaders, strengthen local unions, increase member engagement, earn new skills and more!

Contact your local's president for more information!

Questions?  
Contact Bob Houser (bobhouser@uwua.net) or Valerie King (vking@uwua.net).

The UWUA is recruiting volunteer organizers throughout the five regions so that there is a reserve of organizers who are trained when boots on the ground are needed.

The last year has been a challenge for every UWUA member, however the challenge is even greater for the unorganized. Whether it be layoffs, furloughs, reduced hours or wages, or just changes in working conditions, the unorganized have been unprotected during the COVID-19 pandemic and, in many cases, it has shown them the value of a union.

Unions enjoy a public favorability rating of over 70%, however only 11% of the public sector is organized and only 6% of the private sector. All of this means that the time is right to organize.

**The time has never been better to organize, and a partnership between UWUA locals and the National provides the best opportunity for success.**

While the UWUA actively pursues organizing workers at non-union facilities, the union's strength lies where members are currently employed. The greatest organizing potential for the UWUA is with all the unorganized non-supervisory employees working for employers that are already signatories to UWUA collective bargaining agreements.

When organized, these groups will increase the collective power of the union. Organizing these unorganized co-workers can be done in several ways, from joining the current membership under an existing contract, to joining a local under a separate contract, or possibly forming a new local.

The National Union has undertaken a campaign to identify all the unorganized non-supervisory employees with employers who are signatories to UWUA contracts. Members can help by letting their local leadership know of potential new members at their worksite. The time has never been better to organize, and a partnership between UWUA locals and the National provides the best opportunity for success.

Reach out to Bob Houser (bobhouser@uwua.net) or Valerie King (vking@uwua.net) if you or your local would like to know more about UWUA's organizing efforts.

**ORGANIZING REPORT**

## Win Brings 91 Techs at Perry Nuclear Into Union

Since the early 1980s technical employees at Perry Nuclear Plant in Ohio have shown interest in becoming members of UWUA Local 270. However, General Electric was determined to dilute the bargaining unit with technicians and other employees from outside the plant. In the previous elections, the company's maneuvering in defeat for the technicians and the union. The local, which already represented 136 technicians at the nuclear facility, and the Perry technicians did not give up. The officers of Local 270, under the leadership of President Bob Fronck, supported ongoing organizing efforts. UWUA v...

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

When Local 369 filed a petition with the National Labor Relations Board (NLRB) to represent Eversource's bulk power employees...

## Cleveland Water Workers Join the UWUA

In a major organizing victory, Cleveland water workers overwhelmingly voted to join the UWUA late last year and are now preparing to negotiate their first contract as members of Local 270. The Cleveland workers sought out the UWUA because they were dissatisfied with the representation they were getting as members of an independent union. It was through word of mouth that they learned of the high quality of representation the UWUA gives its members. "When they contacted us, we showed them that other locals have in our..."

Meznarich. "These guys work in the water distribution plant and they fit in with us very well. For instance, they have boiler and operator licenses very much they thing them of to v UW 1 ca Th wo the..."

"They were tired of being taken advantage of by the independent union and decided they wanted to go with the UWUA — an honest, straight talk- ing union with a lot..."

## How Sweet It Is! Field Lab Techs Win First Contract at MI Consumers Energy

Almost two years after winning an organizing election by one vote, members of Consumers Energy's Electric Field Lab (EFL) group voted 38 to 2 on May 17 to ratify their first contract, thereby gaining equal standing with the rest of the organized members of the Michigan State Utility Workers Council (MSUWC) at the company. One month earlier, after nearly two years of negotiations, the MSUWC...

# “What’s It Take to Get Into the Union?”

## How Local 270’s Coggins Got Hooked on Organizing

**D**ave Coggins is a 35-year member of Local 270 working as a master mechanic at the Perry Nuclear Power Plant in Ohio. He helped organize technicians there some years ago and has volunteered to organize other utility workers who do not have union representation. As support for unions reaches a peak not seen in decades, the UWUA is ramping up its volunteer organizing training to keep pace with the interest being expressed by unorganized utility workers nationwide to join the union. The Utility Worker recently spoke with Coggins about his experience as a volunteer organizer.

### **UW:** What was your first organizing experience?

**DC:** I first got involved when my local union leadership attempted to organize the technicians at the Perry Plant in the late 1980s. I was young, then. I would listen to the technicians on lunch breaks venting their frustrations with management — the health physics, chemistry, and I & C [instrument and controls] guys. They would start crabbing and complaining about this or that and they would ask about what we have in our contract. And when enough of them asked, “What’s it take to get us into the union?” that’s when I got hooked. That was my first organizing drive.

### **UW:** How did that campaign end up?

**DC:** Our first attempt at organizing the Perry technicians failed. Still, I learned a lot and wanted to do more.

### **UW:** What did you do next?

**DC:** After the Perry loss, I was asked by the National Union if I would be interested in getting some organizing training. So I went to the AFL-CIO’s George Meany Institute. That’s when I met Bob Houser [UWUA director of organizing] and I did a couple of campaigns with him. I did a lot of house calling at Columbia Gas and Peco Energy.

We eventually went back to the Perry technicians, who said they wanted to give it another try. I was very involved the second time around. I did a lot of legwork. I built a database, got cards signed and got it to the point where we were ready to file for an election. It was the first time I really got to sit in with the NLRB at the hearing and participate in all of the things that go on for a union election. It was an eye-opener. That campaign we won. The technicians are negotiating their third contract now.



Local 270 master mechanic and volunteer organizer Dave Coggins is pictured here with Perry Nuclear Plant senior radiation technicians, members of a unit he helped organize. Left to right, Frank Glass, chief job steward Jim Wilson, Jon Anderson, and Coggins.

### **UW:** How does it make you feel when you win a campaign?

**DC:** It’s satisfying to know that you helped a group of people that wanted to join the union. I stay in touch with people all the way through ‘til their into contract negotiations. If they have any questions, if they have any concerns, I share them with whomever I’m working with so they can be addressed.

### **UW:** Why did you decide to become a volunteer organizer?

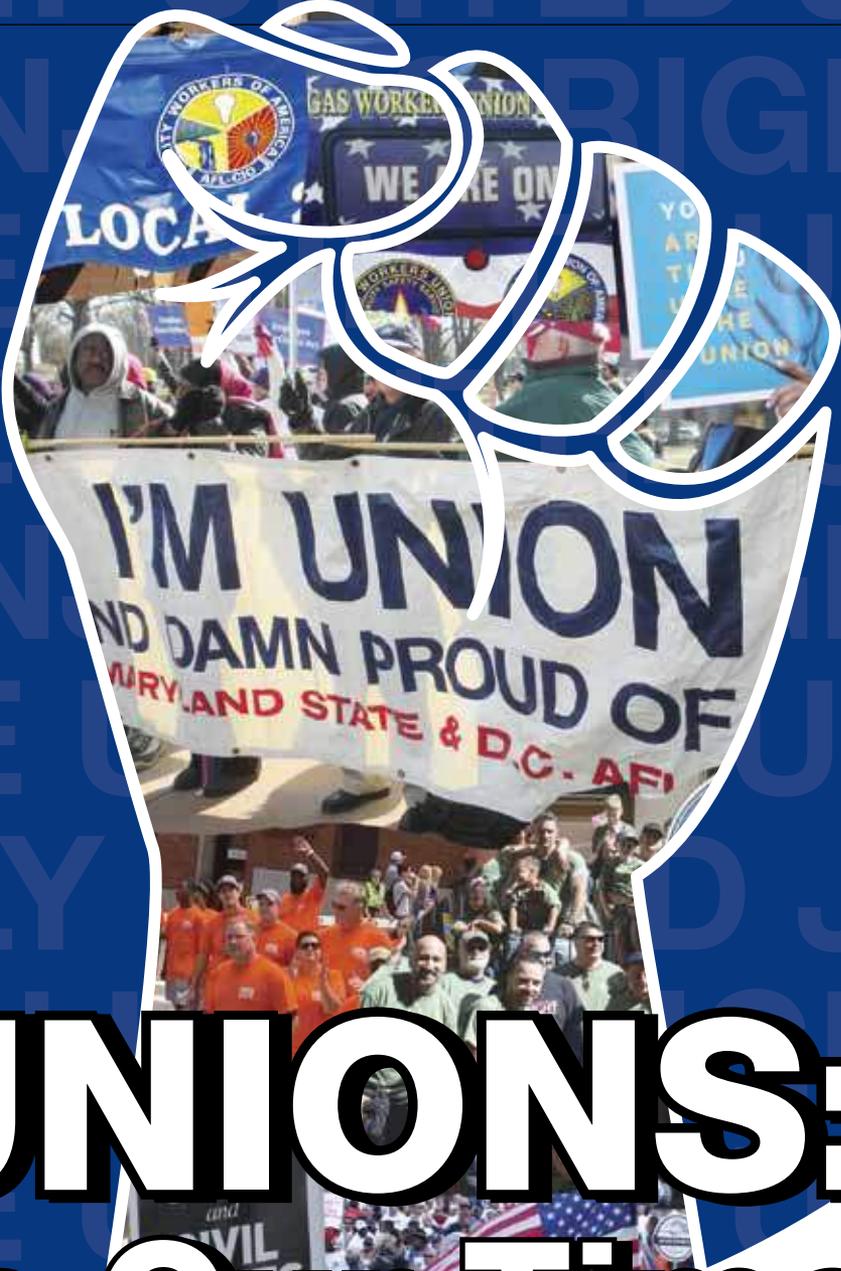
**DC:** It’s kind of in my blood. My father [Edward Coggins] was a union member. He was the national region III director. He did a fair amount of organizing when I was a young guy growing up. I could see what he was doing. He did it. I thought I would too.

### **UW:** What do you like about being a volunteer organizer?

**DC:** I’m doing my part to give back to the union. The union has done a lot for me over the years. I started out pushing a broom and, because of job progressions, steps laid out in the contract, I ended up a master mechanic. I want other people to have the same opportunity I had.

### **UW:** What do you want other UWUA members to know about being a volunteer organizer?

**DC:** The same thing as when I’m talking to the new members when we are organizing them: Your union is only as strong as you want it to be. Promote your union and see it grow. Try to help your fellow workers that aren’t unionized have a voice in their workplace. The more members we have, the stronger we are.



# UNIONS: It's Our Time!

**T**he presidential inauguration in January ushered in a new era of governing. The mindset of national government has moved rapidly from being relentlessly anti-worker and anti-union toward an approach that places the well-being of working families at the center of the administration's mission.

Perhaps in a way not seen since the Great Depression, progressive politicians are now speaking about workers, labor unions, and the needs of the working class in terms that could well come to define them as elected representatives. Starting with the White House and continuing down Pennsylvania Avenue to Congress, the language of government is now about people like UWUA members — the men and women who do the work every day that has always made this country great.

**Starting with the White House and continuing down Pennsylvania Avenue to Congress, the language of government is now about people like UWUA members — the men and women who do the work every day that has always made this country great.**



## The PRO Act Aims to Change the Game

The Protecting the Right to Organize (PRO) Act, introduced in the House and Senate in early February, represents a generational, perhaps once in a century, opportunity to reform federal labor law in a way intended to empower workers and their unions. As a reaction to decades of corporate bad actors, union busting, and the steady degradation of labor rights in the courts and state legislatures, the PRO Act is an opportunity for working people to finally have their voices heard and their concerns addressed.

Although the U.S. House of Representatives passed the PRO Act in 2020, an anti-worker majority blocked it in the Senate. This time, the political tide is with those on the side of the working class. The PRO Act aims to change the power dynamic in America, giving working people a real say in their own future and the opportunity to shape the economy and world of work for decades to come. Simply put, it would be the most significant worker empowerment legislation since the 1930s. The goals of the bill include:

- Empowering workers to organize and bargain;
- Ensuring that workers can reach a first contract quickly;

- Ending the practice of hiring permanent replacements;
- Meaningfully penalizing employers who retaliate against union supporters;
- Repealing state “right to work” laws — divisive and racist laws created during the Jim Crow era to disempower marginalized workforces.

The PRO Act is more than labor law reform, it’s civil rights legislation. A union contract closes racial and gender wage gaps, and ensures dignity and due process for workers, regardless of individual identities. Removing barriers to organizing and bargaining is important for all workers, especially those who have been marginalized.

As a candidate, President Biden pledged to sign the PRO Act into law, and committed to increasing unions’ power. As he has stated, worker power is not anti-business. It’s about creating growth and family-supporting jobs. The UWUA will be watching Congress closely as the PRO Act advances in the early months of this year and, as trade unionists, UWUA members will all be called on to lift up their voices and demand that action finally be taken to advance the rights and interests of working people.



## Good Jobs for the 21st Century Act — Making Change Happen

Political appetite to empower labor doesn’t end with the PRO Act, however. Soon to be reintroduced for this Congress, the Good Jobs for the 21st Century Act would go even further, establishing a new 10% tax credit for qualifying energy infrastructure projects that meet high road labor standards including:

- Payment of prevailing wages and benefits;
- Prohibiting mandatory arbitration for labor disputes;
- Prohibiting worker misclassification as independent contractors;
- Banning temporary staffing agencies outside of acute, short-term labor shortages;
- Requiring a neutrality policy on organizing and collective bargaining;

- Requiring union apprentices for at least 20% of each craft on a job.

The message is clear — for those employers who make a choice to be good corporate citizens, they stand to reap the rewards of having the most highly skilled and best trained workers on their job sites, as well as receiving a tax break giving them a competitive advantage over non-union employers and those who seek to flaunt labor law.

Particularly when paired with strengthened Buy America standards — which were recently included in an executive order signed by President Biden — key steps are being taken to create the high-quality, community-sustaining jobs that will maintain the U.S. as a globally competitive leader while elevating and empowering American workers.

Continued on page 12



## Biden-Harris Administration Seeks to Honor and Assist Energy Workers

President Biden recently signed a broad executive order establishing the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization. The order directs agencies across the entire federal government to bring to bear all available resources to assist coal mining, oil and natural gas, and power plant communities navigating the energy transition that has been playing out for many years.

This working group represents a meaningful and long overdue acknowledgement of the contributions coal miners, powerplant workers and their families have made in powering America, and of the challenges these individuals have faced as the industry rapidly evolves. This new effort represents forward thinking for a sector that, for decades, has simply locked its doors on so many workers and forgotten them.

An unprecedented level of coordination across the federal government, including the Secretary of Labor, Secretary of Energy, Secretary of Commerce and 10 others will be required to work together to create opportunities and deliver benefits to workers and communities impacted by facility closures. As Utility Workers understand, power-plant closures are economically catastrophic.

Now, for the first time, the White House is demonstrating that a true energy evolution must also be a positive economic revolution for workers and communities. In this regard, American workers — UWUA members — are being heard, and honored, in a way not seen since the days of President Franklin Roosevelt, whose portrait now hangs in the Oval Office both as a reminder of America's progressive past and as a challenge to create an American future in service to the working class.

## Workers First Agenda

As an affiliate of the national AFL-CIO, the Utility Workers have signed on in support of five core principles that illustrate the best of trade unionism and provide a measure of our expectations as working people:

### The AFL-CIO's Workers First Agenda for 2021

#### ■ Worker Empowerment

Stronger unions will aid in addressing the economic, social justice and public health crises facing America. By enacting the PRO Act for the private sector and the Public Service Freedom to Negotiate Act for public sector workers creating a national task force on collective bargaining, and rescinding anti-labor executive orders, the Biden administration can put working people first.

#### ■ Worker Safety and the Pandemic

To safeguard American workers, the nation must guarantee access to free vaccines and rapid testing, issue emergency COVID-19 standards from OSHA and the Mine Safety and Health Administration (MSHA), and ensure adequate supplies of personal protective equipment, adequate paid sick and family medical leave, and access to childcare.

#### ■ Good Jobs and Public Investment

Once the latest COVID-19 stimulus bill is complete, focus on building back better, starting with a multi-trillion dollar infrastructure package containing federal labor standards, and domestic sourcing requirements.

Raise labor standards across the board, fight workplace discrimination, build a more just immigration system and a more equitable tax structure to make the global economy work for working families.

#### ■ Racial Justice and Democracy

Organized labor urges the Biden administration to name a racial equity czar to lead a task force in addressing structural racial equity issues in jobs, access to healthcare, criminal justice, and policing on which the current public health crisis has shone a stark light. As fundamental threats to democracy and the rule of law have emerged, the task of reform has grown urgent.

#### ■ Economic Security

The labor movement seeks real solutions to America's ongoing economic security crisis by providing pension relief, increasing Social Security benefits, reducing prescription drug prices, lowering Medicare eligibility to age 50 and creating a public option, strengthening the Affordable Care Act, rebuilding unemployment insurance systems, and establishing a postal banking system.

# An Administration With a Union Label

During the 2020 campaign for president, Joe Biden repeatedly said, if elected, he would be the most pro-union president since Franklin Delano Roosevelt. If the first actions of the Biden-Harris administration are any indication, he is going to keep that promise.

## Working closely with labor

Immediately after Biden won the election on November 3, his transition team began to work on reshaping the American economy to make sure that unions and their members are at the forefront of the economic recovery. Biden's transition team worked closely with union leaders for input and ideas on how to implement this goal.

In January, the Biden-Harris team announced the nomination of Marty Walsh for Secretary of Labor. Walsh is a card-carrying member of the Laborers' International Union and was a long-time labor leader before his election to mayor of Boston. Walsh's long history in the labor movement sent a strong message that this administration is on the side of workers and their unions. When the nomination was announced, President Biden and Walsh jointly vowed to make union membership growth a priority.

The Biden-Harris team also selected Julie Su to be the Deputy Secretary of Labor. Su is the Secretary of Labor in California, where her work on immigrant workers' rights, wage enforcement and cracking down on misclassification of workers as independent contractors are held up as a model for the nation. If confirmed Su will be the number two official at the Department of Labor (DOL). These will not be the last of the nominations to important posts in the DOL and elsewhere in the administration that will be filled from the ranks of organized labor and its supporters.

At the National Labor Relations Board

(NLRB), which for the last four years has been focused on destroying union and workers' rights, the Biden-Harris administration went into action immediately by firing the anti-union NLRB General Counsel Peter Robb



Biden's Secretary of Labor nominee, Marty Walsh, is a member of the Laborers' Union and a UWUA supporter. He is pictured here, speaking as the head of the Boston Building Trades at a rally in support of MA Local 369 members during their successful 2005 strike.

within hours of swearing the oath of office. The next day, the Biden-Harris administration fired NLRB's deputy general counsel, a well-known anti-union management lawyer before serving at the board (see pg. 16). The new administration's willingness to take immediate action to rid the NLRB's general counsel of union busters is another clear signal that this administration is willing to go to bat for the American worker.

## Promoting pro-labor perspectives

The Biden-Harris administration has nominated or appointed several other pro-labor officials such as Sharon Block to a position on regulatory affairs, union endorsed Trade Representative nominee Karen Thai and union friendly economists Jared Bernstein and Heather Boushey were appointed to serve on the White House Council of Economic Advisers.

The Biden-Harris administration has also issued a number of pro-labor

executive orders to ensure collective-bargaining rights for federal employees; to establish a \$15 an hour minimum wage for thousands of federal contract employees; an expansive Buy American plan for federal government purchases; and to instruct OSHA to investigate the need to issue more stringent COVID-19 worker protections.

## Executive orders support UWUA members

The Biden administration also issued an executive order establishing the Interagency Working Group on Coal and Power Plant Communities and Economic Revitalization.

UWUA President Slevin applauded the establishment of the Interagency Working Group calling it a "meaningful and long overdue acknowledgement of

the contributions coal plant workers and their families have had powering America and of the challenges these individuals face in the years ahead finding equivalent employment."

President Biden is using his long-time close relationship with union leaders in shaping the economy of the future. A key part of that mission would be performed by fulfilling his campaign promise to form a cabinet-level working group that would focus solely on promoting union organizing and collective bargaining in the public and private sectors.

As the Biden-Harris administration moves forward, the UWUA will continue to work to ensure that the president continues to put unions and workers front and center in our nation's plan to build back better.

— David Radtke, UWUA General Counsel

# Key Filing Compliance Requirements



Michael Coleman  
Secretary-Treasurer

The year 2020 presented us with many challenges and we have experienced quite a bit of adversity. We are all doing business a little bit differently than pre-pandemic days. However, one requirement as an organization does not change: fiscal responsibility. While many in-person training conferences and meetings have been curtailed, the UWUA maintains our commitment to assisting and reinforcing the importance of regulatory compliance and the protection of our union's funds and assets. The information in this article may be redundant, however, it is a necessary reminder of certain compliance and filing requirements.

The UWUA continues to work with the Department of Labor (DOL) through the Voluntary Compliance Partnership Program to assist our affiliates' compliance with the Office

of Labor Management Standards (OLMS). We continue to review several of the Voluntary Compliance Program objectives, including the following: 1) Continued partnership in the program; 2) Successful transition to the new mandatory electronic filing requirements; 3) Bonding requirements; 4) Review of all affiliate's compliance; and, 5) Utilization of OLMS resources to assist the UWUA financial training efforts.

Listed below, are several key components for reference and proper filing. As always, please do not hesitate to contact the National Office for guidance, clarification or assistance.

## DOL Filing Requirements



### What Form do you file?

Depending on size of the organization's receipts, there are three potential forms your local union would be required to file:

- **Form LM-2** – required when your local union's total annual receipts were \$250K or more.
- **Form LM-3** – required when your local union's total annual receipts were \$10K or more, but less than \$250K.
- **Form LM-4** – required when your local union's total annual receipts were less than \$10K.

### When is the Form due to the DOL?

**The Form LM-2, LM-3 and LM-4 are required to be filed within 90 days after an organization's fiscal year-end and must be filed electronically.** The DOL does not authorize or allow extensions.

## Fidelity Bonding Requirements

The Labor-Management Reporting and Disclosure Act (LMRDA) provides that any person who handles union funds must be bonded for an amount of at least 10% of the funds handled (including assets and income) during the previous fiscal year up to a maximum of \$500,000. The coverage must be computed at the start of each fiscal year and any increase in coverage must be adjusted promptly. The National Office does obtain the coverage for your local union or council through a national policy. In order to obtain the coverage, each affiliate must provide the National Office with the amount of coverage needed annually. Please contact the National Office for assistance in determining the amount of bonding required.

## IRS Filing Requirements



### What IRS Form do you file?

Depending on the size of your local union's assets and receipts, there are three potential forms organizations would be required to file:

- **990-N (Postcard)** – if your union normally has gross receipts of \$50K or less.
- **990-EZ** – if your union has gross receipts less than \$200K and total assets at the end of the tax year less than \$500K.
- **Form 990 (full form)** – which is filed if either gross receipts are greater than or equal to \$200K or total assets are greater than or equal to \$500K at the end of the tax year.

### When is the Form due to the IRS?

All forms are to be **filed electronically** and for organizations that have a calendar year end of December 31 the Form 990, 990-EZ, and 990-N is due **May 15th** (4 ½ months after year end). Organizations can apply for an extension which will extend the time to **November 15th** (10 ½ months after year end). Steep monetary penalties may apply for late filers.

### Ramifications for Non-Compliance

In addition to monetary penalties, if you do not file for three consecutive years, your local union's tax exemption will be automatically revoked and will be considered a taxable entity and possibly be subject to income taxes similar to for-profit entities. Once this occurs, **there is a fairly lengthy application process to get reinstated as a tax-exempt organization – so please make sure to comply with the annual filing requirements.**

# A Worker-Friendly National Policy on Energy Transition is in Sight



Patrick Dillon  
Executive Vice President

In January, Lakeland Electric publicly announced the closure of its McIntosh Unit 3 effective March 31, a full three years ahead of the plant's slated closure date. This will permanently end their coal generation operations in Lakeland, Florida.

For the members of UWUA Local 604 working at Unit 3, the announcement, although disappointing, wasn't much of a surprise. On December 14, just a few short days before Christmas, management told them that the plant would close in three months. With the plant slated to close in 2024, members of Local 604 knew that time was short, but to receive such news made for a bitter Christmas.

## Fighting for every job

The UWUA is all too familiar with changes in the energy industry and to our way of life. During the last 10 years, and over the next 10 years, fossil plant closures have, and will, result in the closing of more electric generation plants and the loss of some of the highest quality middle class jobs in the country.

Many believe that politics is responsible for these closures. The numbers don't support that. During Obama's first term, 17,668 MW of fossil generation was retired with another 43,100 MW retired in his second term. Trump's promise to bring these closures to an end was not kept. An additional 46,600 MW of fossil generation was retired during the Trump years. The simple fact is these plants are not closing due to politics, they are closing because market forces and long-term business decisions are made without regard to election cycles. We can debate the causes for these closings, and the future of fossil generation. What we cannot debate is the effect on our members, so many of whom have lost, or will lose, their livelihoods and their way of life with the closing of these plants.

For Local 604, the fight is ongoing to make sure every member has a place to land. With the announcement of the closure, Lakeland Electric projected the layoff of 60 members. Working alongside UWUA Senior National Representative Bob Mahoney, local union leadership brought the number of expected layoffs to the mid-40s. The local and Mahoney are committed to finding a place for everyone. This entire event, however, only highlights the need for a national transition plan for workers

and communities affected by the energy sector's ongoing evolution.

The UWUA has pushed for a national transition plan for such closures for years, a plan that would not only ensure that affected workers have a meaningful pathway to jobs with comparable compensation and benefits, but also that affected communities would have a plan to prevent the devastation of their economy. UWUA's staff, including Government Affairs Director Lee An-

derson and Senior National Representative and Director of Renewable Energy Jim Harrison, have worked for years to define, and advocate for, what a comprehensive energy transition policy would entail. To their credit, Anderson and Harrison have continued this work despite a historic lack of political, industry, or — in many cases — labor support for an approach with proven results, and broad worker support, in countries around the world, including Canada, Germany, New Zealand, and Chile, to name a few.

## We are front and center on national energy policy

With the election of President Biden, however, there is finally light at the end of the tunnel for a national policy on energy industry transition. The new administration created an inter-agency task force to identify, and bring to bear, resources from across the entire government to assist displaced workers and their communities. White House staff is meeting with labor, including the UWUA, to begin what will be a long process of connecting the dots between government and communities over the coming years.

As Congress begins to shape the next iteration of climate policy, the UWUA is seeing its ideas being baked straight into draft legislation in both the House and Senate in preparation for a new, robust national policy to bring targeted aid directly to where it is needed.

At times, the UWUA has been a voice in the wilderness, when it seemed as though no one cared to hear about the plight of energy sector workers. We are now front and center in the national debate on energy policy. Now is our time to be heard, now is the time for us to raise up our voices as one union and demand justice for all our brothers and sisters.

**At times, the UWUA has been a voice in the wilderness, when it seemed as though no one cared to hear about the plight of energy sector workers. We are now front and center in the national debate on energy policy.**

# The National Labor Relations Board Can Be Friend Or Foe



John Duffy  
National Vice President

The passage of the National Labor Relations Act (NLRA) in 1935 brought with it the creation of the National Labor Relations Board (NLRB). The NLRB was established to enforce the NLRA. The board's responsibilities include:

- Conduct secret ballot elections for workers in order to form or join a union;
- Investigate charges alleging violation of the NLRA;
- Facilitate (if possible) settlements of charges;
- Decide cases;
- Enforce orders;
- Rulemaking authority.

What's key here is the board's authority to decide cases and rulemaking.

NLRB members (5 -year term) and general council (4 -year term) are appointed by the president.

## Trump's board rolled back worker rights

Under the Trump administration, the board systematically rolled back workers' rights to form unions and engage in collective bargaining with their employers, to the detriment of workers. That board issued a series of significant decisions and rule making changes weakening worker protections under the NLRA. The NLRB general counsel also advanced policies that left fewer workers protected by the NLRA and advocated for changes in the law to roll back workers' rights.

That board showed it would stop at nothing to take the side of the employer over matters both big and small. For example, in a case in which a cemetery worker was ordered by management to remove a pro-union sticker from his motorcycle that was parked on cemetery grounds, the board sided with the employer, deciding that a pro-union sticker on a motorcycle was enough to disrupt the quiet and peace of mind required at a cemetery. When the board goes after pro-union stickers placed on personal vehicles, there isn't anything they won't do.

## Biden takes action to support workers

On January 20, President Biden named existing board member Lauren McFerran chair of the NLRB. McFerran's earlier career included work at a law firm specializing in the representation of public and private sector labor organizations. Her predecessor as chair, John Ring, was sworn in as a board member on April 16, 2018 for a term ending on December 16, 2022. Ring's earlier

career was the opposite of McFerran's, in that he worked for management law firms. So the naming of McFerran as chair, is certainly a welcome change.

More significant than the naming of a new chair, was Biden's firing of Trump's NLRB General counsel (GC) Peter Robb after his refusal to step down. The Biden administration named veteran NLRB attorney Peter Sung

Ohr as the agency's acting general counsel. The GC is the chief prosecutor for the board and has the authority to determine which cases the board does or does not pursue. Unions urged the removal of Robb, due to his record of siding with employers time and time again on important cases.

If you're wondering just how anti-union Robb was, he was the lead government attorney in the Reagan administration's 1981 firing of striking air traffic controllers.

The union was the Professional Air Traffic Controllers Organization (PATCO), which had actually supported Reagan's 1980 election. That strikebreaking action was a clear signal to corporate America that the federal government was on their side.

It's more than unfortunate that, depending on the administration, the NLRB will undermine the agency's duty to promote collective bargaining and let corporate abuse go unchecked, or even encouraged. Here is an excerpt of section 1 of the NLRA:

*Experience has proved that protection by law of the right of employees to organize and bargain collectively safeguards commerce from injury, impairment, or interruption, and promotes the flow of commerce by removing certain recognized sources of industrial strife and unrest, by encouraging practices fundamental to the friendly adjustment of industrial disputes arising out of differences as to wages, hours, or other working conditions, and by restoring equality of bargaining power between employers and employees.*

So much damage is done to workers and the labor movement in general, when viciously anti-union appointees to the board turn the agency into a wholly owned subsidiary of corporate America.

So far, Biden has shown he will make the NLRB do what it was set-up to do: support workers' rights to form and join unions and engage in collective bargaining with their employers.

**So far, Biden has shown he will make the NLRB do what it was set-up to do: support workers' rights to form and join unions and engage in collective bargaining with their employers.**



# Labor Has a Voice in OSHA Again!

When President Biden took office, he delivered on his promise to appoint to the Department of Labor's (DOL) Occupational Safety and Health Administration (OSHA) friends of working people and the labor movement.

On Inauguration Day, Biden installed former United Steelworkers safety official Jim Frederick as acting chief of OSHA. Frederick began working remotely that same day with a team of newly-appointed DOL leaders to help jump start the new administration's labor and safety agenda.

## COVID-19 tops list of concerns

"Labor has a voice in OSHA again," said UWUA National Safety Director Scotty MacNeill. "This is great news for UWUA members and all working people," adding, "We heard nothing from OSHA for the last four years and now they are reaching out to us. We are on the calls and at the table developing safety protocols to protect our members and the entire country."

Frederick retired last year after 24 years as United Steelworkers' assistant health and safety director. He is working with labor unions and others, to develop enforceable regulations requiring employers to take steps to protect workers from contracting COVID-19 while on the job and to reverse harmful regulations enacted by the previous administration.

On January 29, OSHA acted to inform workers and employers with a new "Protecting Workers: Guidance on Mitigating and Preventing the Spread of COVID-19 in the Workplace" document. This guidance will be updated over time to reflect developments in science, best practices, and standards. It has been linked to on the UWUA website here: <https://uwua.net/covid/>. And you can read it on OSHA's site here: <https://www.osha.gov/coronavirus/safework>.

## Turning OSHA's lights back on

This is all good news for working people. "When Biden came into office, walking into the OSHA offices was like walking into a factory that had been shut down," MacNeill explains. "The lights were turned off and the doors were closed. Now with Biden, the electricity has been turned back on, the dust has been blown off; the conveyer belts are running again. OSHA is back in the game."

As things get put back together in Washington and OSHA's regional offices, MacNeill and the UWUA's National Safety Committee are moving forward with plans including, developing training for local union leaders and their safety committees through the Power for America Training Trust.



(Above) Jim Finch is nationally recognized for his safety knowledge. He is pictured here with Local 223's other full-time safety reps, left to right, Leroy Huckleberry, National Safety Committee member, full-time gas division safety director; Todd Burger, full-time electric generation division safety director; and Jim, full-time electric underground division safety director. (Right) Vinnie Vales, National Safety Committee Region I representative for the electric industry and Local 1-2 full-time electric division safety director for Manhattan.

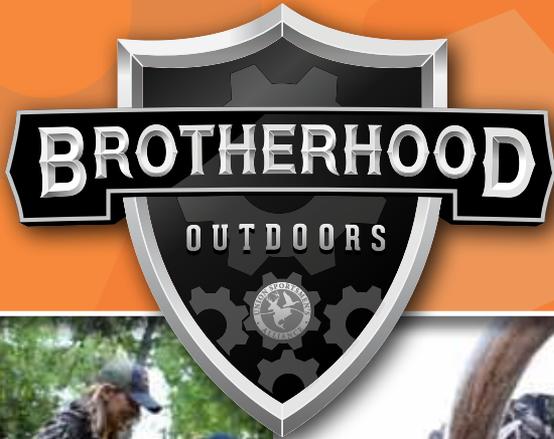
## UWUA Icons of Safety Retire

A couple of people who have been integral to making the UWUA membership the safest utility workers in the world, Jim Finch and Vinnie Vales, are retiring. Finch served as the full-time safety director for Local 223 in Michigan. Vales was the full-time safety representative for NY Local 1-2 in Manhattan.

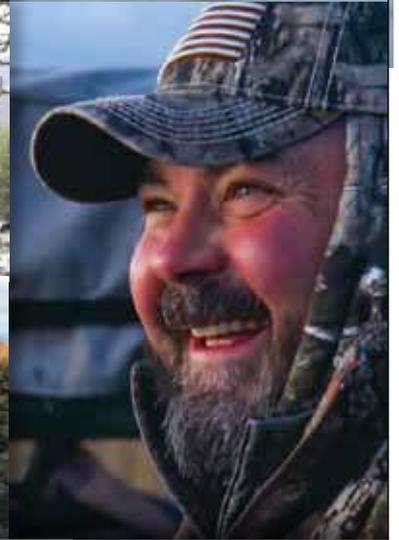
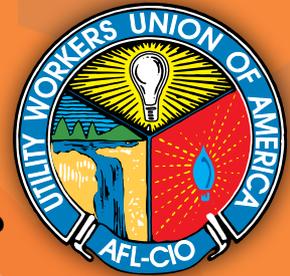
"With Jim and Vinnie retiring, we are losing two icons of UWUA safety," said National Safety Director MacNeill. "Jim is a walking encyclopedia of safety, who, in addition to serving his membership, played a key role in advancing workplace safety through the National Safety Council, the country's leading nonprofit safety advocate. Vinnie has not only served his local but was also the National Safety Committee Region I representative for the electric industry."

We wish them both all the best in their retirement.

Jason Ayala will be replacing Vinnie on the national committee.



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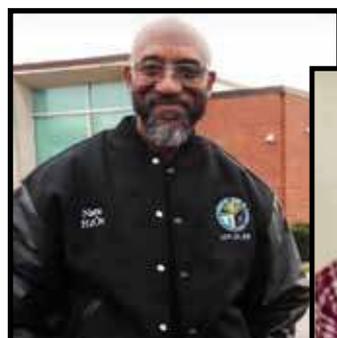
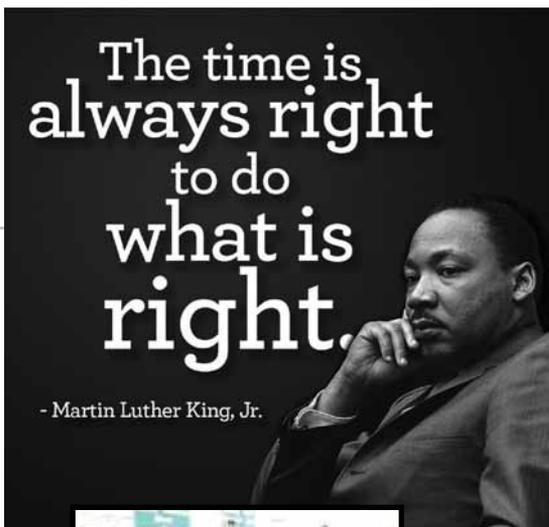


# Black History Month Observed

*This year's Black History Month follows a year marked by the largest protests in American history in response to police brutality against Black people and, more broadly, centuries of racial injustice.*

*As the country grappled with its deep-rooted history of systemic racism, and leading up to Black History Month, Michigan Local 105 members working at Consumers Energy, for the first time were contractually able to take the day off on the third Monday of January to commemorate Dr. King.*

I grew up in Pontiac, Michigan. I didn't really notice the racial tensions because I grew up in a pretty diverse community. It wasn't until I got older that I really felt the heat of racism. I would say 6th grade, around the time



Left to right: Human Rights Chair Nate Waters honoring Dr. King at the AFL-CIO's 50th commemoration of his assassination in Memphis in 2018, Waters as a young student in Pontiac, Michigan, with UWUA President Jim Slevin in Memphis, and standing with MLK's words.

Dr. King was assassinated. I can remember that evening when it came across the news, my mother starting to cry. I remember my father with a very frustrated, disgusted look on his face. I knew that something very serious had happened and it was going to impact, not only our community, but also the world.

In 1971, we were assigned to be bussed across to the northern part of Pontiac to a predominantly white school. That was during desegregation. A few days before we were to be bussed, the Ku Klux Klan bombed our busses. They set dynamite to the gas tanks, which blew up three of our busses and damaged 10. It was very, very impactful, very scary. I had never experienced that level of hatred, that level of violence.

Martin Luther King Day to me means struggle, sacrifice, diligence, perseverance, commitment, compassion, charity, faith, hope and above all, love. I say those things because, Dr. King, he embodied all those.

*Martin Luther King's birthday became a federal holiday in 1983, with all 50 state governments recognizing it as holiday by 2000. King was born January 15, 1929.*

*Nate Waters, a 41-year Local 105 member, chair of the UWUA's Human Rights Committee, and a diversity, equity and inclusion consultant for Consumers, marked the historic day with a video message about what Dr. King means to him. Here are excerpts from his message.*

There used to be time that I would celebrate Martin Luther King Jr. Day. But as I've gotten older, I understand the sacrifices and the struggles. Now it is more commemorative to me.

I had an opportunity to go to the 50th anniversary of the assas-

sination of Dr. King in Memphis, Tennessee. I went as a union representative.

What stood out most to me was when Dr. King's children, his daughter and his son spoke. They talked about how every year they had to relive the death of their father. It just took me to a point of what sacrifice really means.

When I think about MLK Day I think about the Tulsa, Oklahoma massacre. I think about Rosewood, Florida. I think about Black Lives Matter.

I am extremely proud that, before the end of my career, I can honestly say that we have taken a step in the right direction. If there was anything that I could say to Dr. King, it would simply be, "Thank you. Thank you for your sacrifices. Thank you for your love, perseverance, diligence, and for loving your people."



## WOMEN'S CAUCUS

Valerie King, Co-Chair, Women's Caucus

# Celebrate Her!

The new year presents opportunities to create change and redouble efforts to ensure our overwhelming commitment to diversity, equity and inclusion is sustained and makes a real difference.

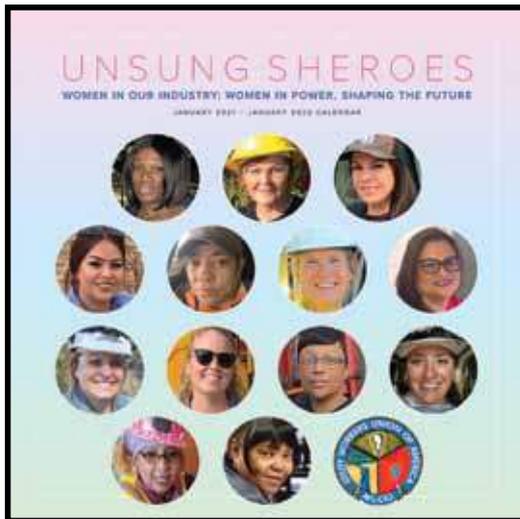
In doing so, it's important that we take a look at our current membership, councils, and leadership. A study of women membership and leadership in unions nationwide done by the Institute for Women's Policy Research, "Status of Women in the States," provides the following statistical data showing women's share of union membership steadily increasing over three decades: 1984, 33.6%; 1994, 39.7%; and 2004, 42.6%. Moreover, in 2014, 45.5%, or 6.6 million of 14.6 million union members in the country were women. It has been predicated that in 2025, women will be the majority of union membership.

What is our strategy for preparing women to succeed? Have we adopted the Coalition of Labor Union Women's (CLUW) 75 & 25 Model (75% dedicated to building a future of women leaders, and 25% towards other projects)?

Our commitment towards creating a pipeline of women leaders is critical to the power and longevity of unions on all levels.

### 1st Step in Celebrating Her

Recognition of our collaborative power to develop a succession plan that identifies women throughout our locals who possess



Several women, including those featured below, shared their experiences in the 2021 Women's Caucus Calendar (pictured above) about how they are setting an example of leadership and growing their careers in the utility sector.

leadership qualities and then initiate and or reiterate conversations to engage them in all facets of the union.

### 2nd Step in Celebrating Her

Providing multiple platforms for women to display their audacious strength, resiliency, brilliancy, stellar capacity, and triumphant DNA. We have seen women depicted in our calendar series who have overcome many obstacles, achieved milestones when the cards were stacked against them, and are role models creating a roadmap for other women to realize limitless opportunities. Women have spear-headed phenomenal charitable work to bridge and build community partnerships. And we need to go a step further. What else is needed?

### 3rd Step in Celebrating Her

We must develop women union activists' leadership skills. We can accomplish this through adopting a transformative curriculum that strengthens knowledge of labor to build a pool of leaders who meet the ever-changing needs of our locals, increase participation, and empower women to have a more participatory engagement in shaping our future.

*Let's make a plan to WIN!*

*Support women in BREAKING THE GLASS CEILING! Women are the FUTURE!*



Ashlyn Harlan  
Chemical Technician  
Local 304



Debra M. Campbell  
Customer Service Rep. A  
Local G-555



Texie Washington-Dorn  
Senior Service Specialist  
Local 18007



Sara Flores  
System Protection Clerk  
Local 132



La Rayne Wright  
Newark Field Collections  
Local 601



# UWUA, Rick Passarelli Honored For Work Connecting Veterans to Post-Military Careers

In an online ceremony in December, the Dixon Center for Military and Veterans Services (Dixon Center) recognized UWUA for outstanding efforts helping veterans to navigate into family-supporting, post-military careers. UWUA's President James Slevin accepted the 2020 Eugene and Ruth Freedman Leadership Award. Additionally, the Dixon Center recognized the unique role UWUA's director of veterans affairs and workforce development, Rick Passarelli has had in making the Utility Workers Military Assistance Program (UMAP) what it is today by honoring him with the Michael "Mick" Yauger Point Man Award.

## Ensuring veterans success

"It's an honor to be recognized with this prestigious award and to know we are making a meaningful impact helping veterans find family-supporting careers after their time in the military," said Slevin. "This award is a credit to the hard work and dedication of a big team of people who are committed to ensuring veterans and their families succeed."

UWUA and the Dixon Center along with the utility companies Peoples Gas and Consumers Energy work closely together to address underemployment issues and career placement obstacles that disproportionately impact the veteran community.

"UWUA is leading the way with its career development and placement programs for veterans," said Retired Army Colonel David W. Sutherland, chairman of the Dixon Center. "We've seen the UMAP program change lives over and over again."

"The UMAP program wouldn't be what it is today without Rick's remarkable dedication," said Slevin. "After the pandemic shutdown UMAP training programs earlier this year, he broke down doors across Chicago pushing for veterans to resume their training so they didn't fall through the cracks."

Passarelli enlisted in the United States Navy in 1982. During his service, he was deployed to Beirut, Lebanon for two tours of duty and served for two years in active reserve. After Rick's enlistment, he started his career with Peoples Gas where he re-

**"After the military, I was searching for mission driven work and I was able to have that again in the UMAP program."**

— Latesia Harrington, UMAP graduate



Joe Tischina (left) and Latesia Harrington (above) speak about how UMAP changed their lives during the Dixon Center awards ceremony.



Passarelli, pictured here during his Navy days, was honored by the Dixon Center.

cently retired with 32 years of service as business manager. During Rick's tenure, he founded UMAP in 2011 in partnership with Peoples Gas. To date the program has benefited over 700 veterans and their families.

During the awards ceremony, two

UMAP alumni shared insight about how the program changed their lives.

Latesia Harrington — an eight-year Army reservist who served in Iraq and Kuwait — completed UMAP in August 2020. Harrington, along with the other members of her cohort, all faced the difficult decision to remain in UMAP and weather the uncertainty of COVID-19's impact on the program and unclear

job prospects or drop out of the program. With the support of the Dixon Center, Peoples Gas, UMAP instructors and others, all of the students graduated.

"This program is the best thing that has happened to me and my family," said Harrington. "After the military, I was searching for mission driven work and I was able to have that again in the UMAP program and now in my career as a utility worker at Peoples Gas."

## UMAP graduate now business agent

Joe Tischina is the first UMAP graduate to take on a leadership role with the union as a Local 18007 business agent. He's a Marine Corps veteran who served for four years in Okinawa, Japan. He credits UMAP for saving his life after five of the 25 servicemen he served alongside passed away following their military service.

"UMAP wasn't just another empty promise program," said Tischina. "Veterans look for a hand up, not a handout and this was definitely a hand up. Thanks to UMAP, I don't ever have to worry about my next meal. I am back in control of my life. Thanks to Rick, UMAP, Colonel Sutherland and the Dixon Center, my family will never have to know struggle."

# Saluting Our UWUA Retirees

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

## Local 102-D

Derrick A. Kuhns

## Local 102-G

Michael Cappelli

## Local 102-I

Dennis J. Luke

## Local 106

Chris Newman

## Local 126

Vic Agosta

## Local 127

Richard L. Evans  
Yvonne S. Makar  
Charles L. Wolf

## Local 144

Mark R. Charbonneau  
Albert L. Davis  
Richard W. Myers  
Danny R. Oakes  
Sharon D. Williams

## Local 175

Ricky Lynn Jett  
Steve B. Wehunt

## Local 223

David Atkins  
Terry Buckley  
Brian Clark  
Dennis Dazer  
Michael DeBusscher  
David Egbert  
Mark Fell  
Jonathan Hamill

## Local 223 cont'd

Robert Highley  
Lewis Hoskins  
Ronald Hustek  
Bryan Johnson  
Galen Jones  
Michael Laslo  
Michele Lavoie  
Philip Livingston  
Sindy Ortiz  
David Marquis  
David Maedel  
Nicholas Navoni  
John Pillarelli  
Brian Reed  
Brian Smith  
Gregory Turner  
Eric Walters  
Roger Wedge  
James Willis III  
Theodore Woodard Jr.

## Local 254

Kevin Butler  
Keith Krauskopf  
Patrick A. Stilwell

## Local 264

Bryant K. Creighton  
Edward W. Truax Jr.

## Local 270

Victor M. Ervin  
Don M. Golias  
James Slimak

## Local 287

Barry Huffine  
John Masterbray

## Local 365

Robert Lau

## Local 369

Alfredo E. Abramson  
Leducto T. Andre  
Walter Antoine  
Christine Almon  
Patricia Bileau  
Donna M. Casper  
Donald H. Cook Jr.  
Michael Cordima  
Heidi Danforth  
Philip D. Dumas  
Mark Falter  
Cheryl Flis  
Bruce A. Gadbois  
Julie A. Giacchino  
James W. Gibbons  
Patrick T. Gillespie  
Donna L. Haworth  
Michael F. Iudiciani  
Paul J. Kane  
Lillian A. Lopez  
Robert Lavoie  
John E. MacDonald  
Stephanie M. Ogara  
Richard L. Pardo  
Peter J. Parente  
Karen A. Rae  
Donna L. Rosa  
Kevin Sinclair  
Maryanne Smith  
Irene T. Stauber  
Claire B. Teed  
David M. Ward  
Michael Welch

## Local 375

Michael Cappuccio

## Local 395

Ellen Acquaro-Mieras  
Douglas Mieras  
Fred Phillips

## Local 416

Joseph Assisi  
Richard Bernhard

## Local 423

Michael Franzoso  
Jeff Haines  
Stanley Kozal  
David Pytlowany

## Local 424

Joe Adase  
Jim Brady  
Frank Crincoli  
Rich Morrissey  
Larry Mruskovic  
Joe Muroski  
John Nicoll  
Joe Palkovics  
Phil Salerno  
Bill Tettemer  
John Zagorski

## Local 426

Rae Ann Bingiel

## Local 430

Brent Clark  
Bill Rousch  
Dave Wilcox

## Local 433

Patrick W. Robertson

## Local 470-1

Kevin W. Cothran  
Michael Keyes  
Frank Perry  
Bradley K. Sanchez

## Local 483

Patrick J. Carleton  
Clifton T. Daniel  
Robin C. Downs  
Junious G. Greene Jr.  
Steven L. Hannula  
Kenneth Janson  
Edward S. Lockhart  
Jeffrey P. Logan  
Gregory Mark  
Primo R. Rivera Jr.  
James O. Ross

## Local 568

Charles Savchenko  
Tom Shonk

## Local 820

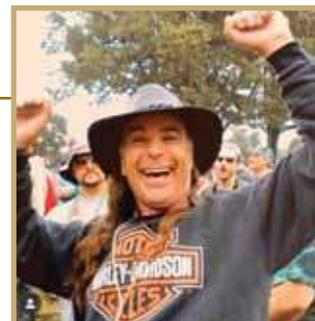
Kim Malko

## Local B310

Cheryl Allard  
James Bradford  
James Fanning  
William Harrington  
Charles Iannuccilli  
Robert Jack  
Gerald Prior  
Patricia Schroth  
Susan Whitford  
Frank Woodbine

## Larry Mruskovic Remembered

*Local 424 suffered a great loss when retired member Larry Mruskovic passed away late last year. Larry was a proud member of Local 424 for 40 years, working for Elizabethtown Gas Company in Union, NJ for his entire career. He was a former secretary of Local 424 and a proud UWUA member who was always willing to help out any union brother or sister. He will be missed.*



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# United Way Honors Local 310 President Fogarty

**“I’m the messenger. But it’s the members of Local 310, our brothers and sisters who donate part of their earnings every year to this great organization, that make it happen.”**

— Phil Fogarty, president, Local 310



The United Way of Rhode Island (UWRI) recently honored Phil Fogarty, president of UWUA Local 310, with the Dante F. Mollo Labor Award. Fogarty is a lineman with National Grid in Rhode Island. He said he learned the lesson of helping others from his parents, particularly his father, George “Bing” Fogarty, who was also a local union president in 1954 with Narragansett Electric and was a union member for 58 years.

The Dante F. Mollo Award, recognizes the strong partnership between the Labor Community and UWRI. The virtual

event featured a video of Fogarty, who shared his passion for giving back to the community.

Fogarty accepted the award on behalf of all his members, the men and women of Local 310. “I’m the messenger,” he said. “But it’s the members of Local 310, our brothers and sisters who donate part of their earnings every year to this great organization, that make it happen.”