

SPECIAL EDITION

THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Volume LXVI, No. 2 | April/May/June 2021

UWU Celebrates 75 Years!



Making History, Moving Forward

THE UTILITY WORKER



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James Slevin

Learning from History to Move Forward

As we mark our 75th anniversary, I think it is important to go right to our beginnings, not just to celebrate our founders, but to learn from them as well.

In the beginning was the UWUA Constitution. It is our union's bible. The preamble is as relevant today as it was when first written in 1946. We carry the vision of our founders with us through their words and deeds.

We live by the core beliefs of our founders

Time has changed our industries, our workplaces and our toolkits. Yet we still live by the core beliefs our founders expressed in the preamble. Belief in the power of a united membership, in the dignity and worth of workers, and the value of services we provide to the public.

It didn't matter who was at the bargaining table back then, and who is at the table today, those beliefs guide us and propel us forward. We've built and maintained water, gas and electric utility systems that were as simple as getting those life-giving, life-saving services to individual households. We've done the same for residents and businesses of today's megalopolis.

Through it all, we've carried our core beliefs. We've made sure that we continue to serve the public and we take pride in doing so. More than three generations of utility workers have shown their worth.

If the mission as expressed by our founders wasn't there, I don't know where we would be as an industry and as a society today. We work with companies to do the right thing and hold them accountable when they do not.

As utility workers, we don't get that "thank you" all the time. And, while it's nice to be thanked, we get up, go to

work, and do what we do to keep our country going. Our union contract embeds dignity, respect and the worth of work in our workplaces. We have to give credit to our members and the UWUA for doing that for more than 75 years.

My father was a utility worker. He passed on to me the pride that comes with doing this work and the impor-

tance of working together, as union members, to protect our legacy and build our future.

I read the UWUA constitution a lot, to stay fresh and true to our founders' ideals. I encourage you to do so as well.

Our union contract embeds dignity, respect and the worth of work in our workplaces. We have to give credit to our members and the UWUA for doing that for more than 75 years.



John Slevin, center, at work in New York City in the 1970s.

UWUA Constitution Preamble

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.

UWUA Expands Organizer Trainings

Stepping up to the challenge of bringing new members into the union in the pandemic, the UWUA National Organizing Department held its first virtual organizing training workshop earlier this year.

Participants included volunteer regional organizers: Region 5, Lita Jimenez, trustee/steward, Local 132; Region 4, Michael Mullins, organizing director, Local 223; Region 3, Jason Wensel, Local 492 and David Coggin, organizing director, Local 270. National officers, e-board members, local officers, staff, and regional representatives, also attended the 2 ½ hour workshop that provided an overview of the basic principles of union organizing:

- **One-on-One Communication** Building relationships, not “selling” the union. The most effective way to communicate with workers is face-to-face (Zoom, Microsoft Teams, etc.)
- **Action** Workers must demonstrate that they are the union. To win, workers must be active and take on many tasks to move an organizing campaign forward to successfully form a union. There must be a representative committee that is willing to take action around issues that will help build and maintain majority worker support. The union is not a third party.

The Organizing Department will be offering virtual organizing training workshops to local leadership, and rank-and-file members. The goal is to create a community of organizers who share a mission and a set of principles of how to win at organizing, build power for working people and build the union.



UWUA National Organizer Valerie King, left, and Local 132 Volunteer Organizer Lita Jimenez, recently attended the AFL-CIO's Organizing Institute (OI) three-day digital training, along with Local 223's Michael Mullins. King participated in the training as a Teaching Fellow.

- **Have a Strategy and Plan**

Workers will fight if they know about and are involved in a winning plan! Every campaign must start with a plan that workers understand and are a part of. Workers must know about, and prepare for, an employer's anti-union campaign and how employers use their power to stop workers from winning.

Volunteer organizers Lita Jimenez and Michael Mullins followed-up the UWUA workshop by attending the AFL-CIO Organizing Institute's three-day online certificate training. That training includes interactive polls, group exercises, and team building. The curriculum focuses on the principles of internal organizing, issue campaigns, and reinforces the UWUA's organizing training. It teaches what the characteristics of an effective organizer are, how to successfully make house calls, recruit leadership, and build an

organizing committee, to increase worker power, and collective action to win!

The UWUA Organizing Department will be offering the virtual organizing training workshop to local leadership, and rank-and-file members. The goal is to create a community of organizers who share a mission and a set of principles of how to win at organizing, build power for working people and build the union.

Contact Bob Houser at bobhouser@uwua.net or Valerie King at vking@uwua.net to schedule a training session.

Welcome New Members!

The UWUA continues its string of organizing victories. Let's welcome our newest members.

City of Norco, CA: 15 municipal employees voted to affiliate with the UWUA. They were chartered Local 606 and are now part of Region 5.

Bordentown Sewerage Authority, Bordentown, NJ: 8 employees voted to join the UWUA and will be members of Local 601 in Region 1.

Union-Backed Candidates Sweep Highland County Water Elections

Reform candidates supported by UWUA won election to the board of directors of Highland County Water by huge margins at the company's April 8, 2021, annual meeting. The winning candidates join three other directors elected with UWUA support last year, resulting in a solid 5-2 majority on the southern Ohio water utility's seven-member board.

The election victory capped off a two-year campaign to turn back management's union-busting attacks on Local 477-W members and to return control of the company to its true owners – the customers who pay monthly water bills.

The UWUA campaign delivered impressive results for both employees and consumers, including a strong union contract for Local 477-W members, corporate by-law reforms making it easier for customers to hold management accountable on consumer issues, and across-the-board replacement of top managers.

Taking on entrenched management

Highland County Water is a non-profit corporation, with the customers serving as corporate owners with a right to elect their directors. In recent years, an entrenched management had become unaccountable to the customers due to heavy-handed corporate governance practices, especially concerning the election of directors.

Moreover, the absence of any effective oversight for management contributed to hostile working conditions for employees. UWUA members at the company were forced to work without a union contract for 15 months after negotiations broke down in 2019 over management demands for unacceptable concessions.



UWUA campaign for customer and worker rights

While Local 477-W members dug in for a prolonged fight for a fair contract, UWUA reached out to community leaders to launch a grassroots campaign for more accountability of company management to its customers. The campaign – led by a newly formed Members Committee for a Better Highland County Water Company – focused on proxy contests to gain a majority of proxies for the 2020 and 2021 annual meetings. The campaign worked.

The UWUA's engagement with the community to take on the entrenched company management has paid big dividends for workers and customers alike:

- **Replacement of top management:** In addition to the five incumbent directors ousted by the voters in the annual elections, the general manager, office manager, and president of the board of directors have all resigned from the company. All three have been replaced with managers more favorable to worker and consumer rights.
- **Bargaining gains:** After the UWUA-led victory at the annual 2020 meeting, management suddenly returned to the bargaining table to settle a fair contract – dropping every one of its demands for concessions. In November, Local 477-W members ratified a new agreement making substantial wage gains, including an average 10% hourly increase for 2020 alone, plus an additional \$2,500 cash bonus.
- **Overturning a hostile work environment:** Perhaps even more crucially, UWUA members have reported an overnight transformation in the long-standing toxic work environment, due to replacement of the former managers and a new-found respect by the company for UWUA's commitment to stand up for any of its members under unfair attack.
- **Securing consumer rights:** Finally, the by-law reforms and litigation strategies championed by UWUA provide the company's customers with powerful, new mechanisms to hold management accountable on consumer issues, including a permanent court injunction securing the customers' rights to a voice in governing their own corporation.

How does knowing your union's history help your local build power?



Aurbery Watson

Local 150 Vice President

“Knowing the shared sacrifice that got us where we are today reminds us that all this is possible because we stand together. This is as true for us today as it was for the generations that came before us. Strength in solidarity holds true at every level of our union, from the National down to the locals.”



Ray Pulido

Local 18007 Steward

“I am proud and grateful for what generations of workers in my local and in organized labor have done for me and my fellow brothers and sisters of the UWUA. Since I’ve been a member of Local 18007, one thing I was able to rely on was consistency. Being hired at a young age as a union gas worker in the third largest city in the country not only came with benefits but it also came with promises. Those promises were job security, safety, and a paycheck every two weeks. Our local has always kept the company consistent on those promises, such as raises every year, good health insurance, and a great comprehensive retirement plan that one day I will be able to cash out. Our power comes from our numbers. The more we push the company to expand our benefits and safety programs the more appealing our organization will be to new hires. We increase our numbers in doing so, thus making our union and our bargaining power more effective to raise the ceiling of what’s possible. Although it’s not easy to accomplish this, the work our union puts in has shown itself by our members having security, safety, and dignity in the workplace.”



Becki Mount

Local 175 Member

“Theodore Roosevelt once said, ‘The more you know about the past, the better prepared you are for the future.’ Helping our members understand their past is vital to the strength of our union going forward. Many new members have no point of reference about unions, so it’s important that they are given the history of the UWUA nationally and each individual union’s history. It’s just as important to review history with the senior members as well. Building on our experiences — the turmoil as well as times of calm — will only make us stronger.”



Edward Kastreva

Local 648 President

“Those who cannot remember the past are condemned to repeat it. It is imperative that younger generations, especially new union members, be knowledgeable of union history and the reasons unions were first formed. Prior to unions, the worker had little to no rights. They were forced to work for extremely low wages in deplorable and unsafe conditions. Unions give a voice to the masses by collectively bargaining with companies to ensure the best solution to getting the job done for all involved.”



Chris Steiner

Local 355 Executive Board Member

“Knowledge is power. By learning our union’s history of past mistakes as well as accomplishments, we can strengthen our locals and represent our union members to the best of our abilities.”

UWUA Leads the Way in Creating

Introduction

The national shift away from coal as a primary source of electricity generation has accelerated over the last decade, too often leaving coal workers and their families behind while unraveling the social fabric of their communities. These workers, and the communities they call home, have powered the nation for generations; they deserve a fighting chance to be a part of a new national economy and to be honored for the service they have given the nation.

To date, the shift to a lower carbon economy has proceeded largely without thoughtful plans or preparation for the workers and communities that have sustained the U.S. economy for more than a century. And that is set to continue: many more coal workers and communities face the same fate without intentional policies to address these changes.

UWUA report details coal community investments

As a part of the UWUA's ongoing work to advocate for these workers, the union recently released an analysis developed in alliance with the Union of Concerned Scientists making the case that it would be possible to support coal workers in the transition and that these comprehensive policies would be affordable.

This analysis estimates the cost of providing a range of transitional support for coal miners and workers at coal-fired power plants who are at risk of losing their jobs before they reach retirement. These supports would include the following:

- Five-year comprehensive wage and benefit replacement which would allow individuals time to plan and train for new career opportunities of their own choosing. This would include health care premiums, as well as employer retirement contributions.
- Educational benefits would allow dislocated workers to access vocational school, certification programs, apprenticeships, or degrees at two- or four-year institutions of higher education.
- College education for children of

dislocated workers could help break cycles of generational poverty, similar to how GI bill educational benefits can be transferred to spouses and children in certain cases.

Using estimates of the number of dislocated workers and the reported national average salary for both coal miners and coal-fired power plants,

As the energy mix changes, we must acknowledge that intentional planning and comprehensive support are critical to honoring the workers and communities that have built this country. The nation owes it to those who have given the country so much.

the UWUA calculated that the costs for supporting these workers would range from \$33 billion to \$83 billion depending on the speed of change in the industry, with more rapid change requiring more robust support.

As Congress and the Biden administration continue to seek ways to assist workers and communities affected by a rapidly changing economy, the UWUA will continue the fight to ensure these people and places are heard, and to advocate for assistance on a national scale.

White House advocates for coal communities

During his first week in office, President Biden established the Interagency Working Group on Coal and Power Plant Communities (IWG) to coordinate an integrated, whole-of-government approach to supporting energy communities. As its first action, the Interagency Working Group convened stakeholder roundtable sessions to hear from community and worker representatives as well as sector experts on the needs and most promising strategies for economic development and transition. The Working Group also identified existing federal resources that can be immediately deployed to support hard-hit energy communities.

Taking all that they learned, the IWG earlier this year released a report that was delivered to President Biden and included a broad set of initial recommendations to catalyze economic revitalization, create good-paying, union jobs, and support workers in energy communities across the country.

The report identified nearly \$38 billion in existing federal funding that could be accessed by energy communities now for infrastructure, environmental remediation, union job creation, and community revitalization efforts. Further, this funding would be bolstered by the historic investment in

National Policy for Coal Country

energy communities proposed by President Biden's American Jobs Plan.

As a first step, the report identifies priorities for investment and next steps for the IWG to deliver on the president's long-term commitment to robust federal leadership in direct partnership with energy communities to foster investment and economic revitalization, ensure the creation of good-paying jobs that provide a choice to join a union, and secure the benefits workers have earned.

Senate bill advances UWUA policy asks

Working in close collaboration with the UWUA, one of the Senate's foremost champions for responsibly managing change in the energy industry, Senator Sheldon Whitehouse (D-RI), wrote legislation that directly reflects the policy supports for coal workers and their families which the union has called for in its recent analysis.

Designed to create the most robust set of supports ever provided to a changing sector of the American economy, Sen. Whitehouse's bill would share many of the same goals as the UWUA's policy ask. Namely, by providing full wage replacement, paying premiums to maintain healthcare coverage, fully funding retirement accounts — whether 401(k)s, defined benefit plans, or Social Security, and providing full education benefits

for workers and their children over a five year period, the bill seeks to make it possible for workers and their families



Photo: FirstEnergy



Photo: Fermite1

While the union pushes for national policies to protect workers, members' collective power is exercised to minimize the effects of plant closures at the local level. Like many coal-fired power generation facilities, FirstEnergy's W.H. Sammis plant, in Stratton, OH is scheduled to close (top), as is the Trenton Channel Powerplant, in Trenton, MI (bottom).

to meaningfully adapt to change, and increase their ability to continue living in their current communities.

Such a comprehensive set of supports has never previously been attempted in America. Enactment of this plan would be more in line with those seen

abroad in nations such as Germany and Canada that have developed robust national strategies to manage energy transition. The UWUA has been at the forefront of developing this policy and, should it be enacted, tens of thousands of families across America would stand to benefit.

House bill supports aid to coal communities

In response to a number of large powerplant closures occurring in the southeastern U.S. including, most prominently, the closure of the Navajo Generation Station, Representative Tom O'Halleran (AZ-1) introduced legislation focused on the impact to communities. It is an often overlooked issue that the closure of immensely valuable energy assets can create a hole in local budgets for towns, schools, police and fire services, libraries and other community services that can be nearly impossible to bridge, particularly in the short term.

In response, Rep. O'Halleran has introduced the NEW POWER Act, a bill aimed at closing

the revenue gap for local governments. Similar to the Senate bill, the NEW POWER Act would replace for lost tax revenue to communities, gradually scaled down over a 7-year time period.

Continued on page 19

UMAP Expands Veterans Training Opp Inks New Employer Partnershi



- First ever electric program
- New programs with American Water and SoCal Gas
- UMAP Chicago and Michigan continue to grow

While the COVID-19 pandemic impacted everyone, it especially hit the military community hard. According to the COVID-19 Military Support Initiative, weekly polls and town hall discussions show that more veterans are struggling financially. Seven percent of veteran families sought emergency food assistance in the last six months and 6 percent were unable to make payments on basic utilities and rent.

P4A and UWUA's Military Assistance Program (UMAP) recognized this need immediately. At the beginning of the pandemic, P4A, through charitable contributions from the Dixon Center, was able to provide its students gift cards to local grocery stores in Chicago and Michigan.

Behind the scenes, P4A and the UWUA's Director of Veterans Affairs Rick Passarelli coordinated efforts to strengthen current employment training programs while growing new programs at a national level. This work led to an expansion of P4A's work with current employers to develop new opportunities across electric, natural gas and

water sectors. While COVID delayed hiring and training needs, companies are now ramping up union-led training opportunities for UWUA members.

New electric training

In late 2020, the Michigan State Utility Worker's Council (MSUWC) negotiated a \$100,000 commitment from Consumers Energy. "Through negotiations, we identified the need for more linemen," said MSUWC President Craig Wright. "P4A already has proven its ability to train veterans for gas jobs; we knew they could meet this challenge for electric."

Thirty-eight students began a 10-day boot camp in March. After learning and practicing the basics of climbing, 23 students decided to take the three-day orientation assessment. Eighty-three percent of those who started the assessment successfully finished and have been offered positions with Consumers Energy's Basic Lines Apprentice (BLA) apprentice program.

Local 132 and SoCal Gas

With over 159,000 active military

personnel in California, it made sense for UMAP to establish a presence. After hours spent discussing the benefits that UMAP provides, Local 132 was able to secure an agreement for P4A to build a program based at the company's Bakersfield training site. "As president of UWUA Local 132, I am so proud to finally bring a program to SoCal Gas that gives respect and reverence to the men and women who have defended our country," said Eric Hofmann. Program candidates will receive training to work as Leak Survey Technicians with the company. "This will be a great partnership between SoCal Gas and UWUA Local 132," said, Passarelli. "Our partnership with the Department of Defense will help P4A offer veterans a chance to have a smooth transition from their service to civilian life by honing their professional skills and providing an opportunity to work in the utility industry," he added. The goal is to have a program started later this year.

Turning on the faucet for veterans in water

P4A, the UWUA and American Water have been working together over the past year to build a program that would give veterans the skills needed to be utility workers for American Water in New Jersey. Besides giving workers the

ortunities, ps



P4A continues to expand its training programs, especially for veterans. Left to right, gas workers for Chicago Local 18007, gas workers and electric linemen, for the Michigan State Utility Workers Council.

basics of how water gets from source to tap and back again, workers will get a look at what water workers do daily. “We are excited about this program with the UWUA and American Water,” said P4A’s Executive Director Jon Harmon. “This is our first opportunity to build a program with an employer and the union that has a national presence. We believe this will expand our ability to help service members from coast to coast.” While still in the early stages of development, everyone hopes training will begin by the end of 2021.

Strengthening foundation programs

The reason P4A is experiencing UMAP growth is due to the strength of the original program in Chicago and later in Michigan. Each program weathered the stoppage of programs during shelter in place orders in Illinois and Michigan. By the end of 2020, 37 veterans completed these programs and had jobs with Peoples Gas and Consumers Energy. The commitment has continued in 2021 with an expected 60 more veterans receiving training and employment through these two programs.

Welcome

Local G-555 and Dominion Energy!

P4A was excited to have Local G-555 and Dominion Energy join the training trust fund in the fall of 2020. Since then, Local G-555 was able to secure additional funding to train more of its members. “Securing the Power 4 America Training Trust here in Ohio at Local G-555 is an essential step in creating the very best training for our members,” said Local G-555 President Eddie Hall. “We have a saying that ‘No one does it better than us,’ and we believe when skilled union members train union members, we can ensure our legacy is protected and our future will continue to be built. The P4A will be an integral part of the UWUA’s and Local G-555’s plans for America to Build Back Better and make for the highest-skilled workers and a stronger union.”



New Renewable Center Under Construction

P4A’s training capabilities are growing with the addition of a renewables training center in Michigan. Site renovations began in May. The new, standalone facility will have seven classrooms and a large bay to host a wind nacelle to be used for wind turbine training. The wind nacelle sits at the top of the tower and houses the gear box, low and high speed shafts, generator, controller and the brake. Outside the facility, a small solar farm will be situated so that it can supply energy for the building. The center will host training for P4A’s renewable specialist apprenticeship program.

UWUJA | 75Y



Utility workers organize in New York, Michigan, Pennsylvania, California, Ohio, Massachusetts, Rhode Island and more

Congress of Industrial Organizations (CIO) separates from the AFL

CIO President John L. Lewis issues Utility Workers Organizing Committee (UWOC) Charter

1933

National Recovery Act grants workers the right to collective bargaining



1934

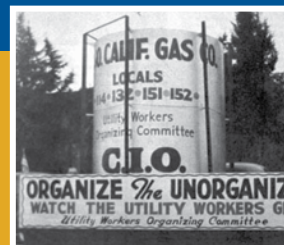
1935

National Labor Relations Act grants workers the right to organize free from intimidation and coercion and supports collective bargaining as national policy
Committee for Industrial Organization forms within the AFL

1938

1940

Local 132 chartered by UWOC, CIO



On April 6, 1946, members of the Utility Workers Union of America gathered for their first Constitutional Convention and voted to adopt the UWUA Constitution.

Ever since that day, the UWUA has lived by this constitution, which has served members, their families, communities and the country well for 75 years. It is as valuable today as it was when first written.

History is important. It informs the present and guides the future. UWUA early history is covered very briefly here.

The UWUA of 1946 emerged after decades of utility workers organizing and struggling under the harshest conditions. Its origins can be traced to the 1930s, when unionism became a tool for redressing issues between workers and employers. The slenderest roots of the UWUA can be found in New York, Michigan, Pennsylvania, California, Ohio, Massachusetts, and Rhode Island to name a few states.

At the time, the American Federation of Labor already existed and organized members along craft lines. Some AFL affiliates, led by United Mine Workers President John L. Lewis, believed there

was a need to organize industrial workers across all crafts and job classifications. This led to the creation of the Congress of Industrial Organization (CIO) within the AFL.

The CIO created the Utility Worker Organizing Committee (UWOC), which evolved into the UWUA. Lewis put together the core group of leaders who shaped the direction of the nascent organization.

Due to internal conflict, the AFL expelled the CIO in early

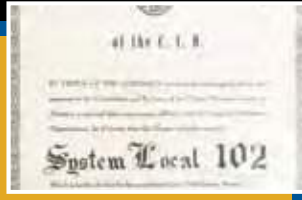
1938. On February 1, 1938, CIO President Lewis issued the first Charter to the UWOC with jurisdiction to organize workers in the gas, electric, telephone, and railroad companies throughout the country.

“Most of the people who come into the union today have not been in a union before. It’s their first union job and they don’t really know what a union is and what a union does for them. I believe knowing the history keeps you from screwing up.”

— Becki Mount, 51-year Local 175 member

Years!

Making History, Moving Forward



Local 175 chartered by UWOC, CIO

Local 270 chartered by UWOC, CIO

UWUA, CIO first Constitutional Convention

1941

1942

1943

1945

1946

1955

First UWOC, CIO Convention

UWOC merges with Local 2 of New York Consolidated Edison forming the UWUA, CIO
System Local 102 chartered by UWOC, CIO

CIO rejoins the AFL forming the AFL-CIO
Michigan State Utility Workers Council/UWUA Chartered that same day



Later that year, the CIO met in Pittsburgh, Pennsylvania and, changing one word in the original name, formed the Congress of Industrial Organizations with Lewis as the first president and Phillip Murray, president of the Steelworkers, and Sidney Hillman, president of the Clothing Workers as vice presidents.

Many locals started in the 1930s

For the first few years, the UWOC successfully organized thousands of utility workers into the CIO. Many UWUA locals of today trace their roots back to this period. To cement their gains, more than 50 delegates representing 180 local unions gathered in Pittsburgh on October 31, 1942 to hold the first Constitutional Convention of the Utility Workers Organizing Council.

In 1945, the UWOC merged with Local 2 of New York Consolidated Edison forming the UWUA, CIO. After the merger of these two large unions, utility workers achieved national strength and, in April 1946, they came together at the first Constitutional Convention of the Utility Workers Union of America, CIO.

Following another decade of success, in 1955, the UWUA, CIO became an affiliate of the AFL-CIO when the CIO rejoined the AFL.

Future issues of *The Utility Worker* will cover historic events up to the present and lay the groundwork for the future.

The early history of the UWUA is illustrated in these three Local 270 charters:



The first from the Utility Worker Organizing Committee, CIO

March 10, 1943



The second from the UWUA, CIO

August 1, 1945



The third from the UWUA, AFL-CIO

December 5, 1955

SECRETARY-TREASURER'S REPORT

Utility Workers Union of America, AFL-CIO

Statements of Financial Position*

December 31, 2020

ASSETS	
Current assets	
Cash and cash equivalents	\$ 5,590,496
Accrued interest receivable	\$ 5,177
Per capita dues receivable	\$ 2,124,061
Accounts receivable	\$ 198,071
Receivable from locals for bond premiums	\$ 48,066
Prepaid expenses	\$ 174,580
Total current assets	\$ 8,140,451
Investments	\$ 16,988,322
Furniture and equipment	\$ 46,749
Total assets	\$ 25,175,522
LIABILITIES AND NET ASSETS	
Current liabilities	
Accounts payable and accrued expenses	\$ 468,789
Deferred per capita dues	\$ 2,302
Total current liabilities	\$ 471,092
Long-term liabilities	
Accrued postemployment benefits cost	\$ 2,093,708
Deferred rent	\$ 13,881
Deferred compensation liability	\$ 667,941
Total long-term liabilities	\$ 2,775,530
Total liabilities	\$ 3,246,622
Net assets	
Without donor restrictions	\$ 21,743,063
With donor restrictions	\$ 185,837
Total net assets	\$ 21,928,900
Total liabilities and net assets	\$ 25,175,522

Statements of Activities*

December 31, 2020

REVENUE	Without Donor Restrictions	With Donor Restrictions	Total
Per capita dues	\$ 13,280,789	\$ -	\$ 13,280,789
Initiation and charter fees	\$ 18,642	\$ -	\$ 18,642
Interest and dividends – net of investment expenses	\$ 424,443	\$ -	\$ 424,443
Net appreciation (depreciation) fair value of investments	\$ 817,667	\$ -	\$ 817,667
Contributions	\$ -	\$ 127,180	\$ 127,180
Royalties	\$ 54,860	\$ -	\$ 54,860
Transfer of assets from dissolved Local Union	\$ -	\$ -	\$ -
Other	\$ 73,973	\$ -	\$ 73,973
Net assets released from purpose restrictions	\$ 264,426	\$ (264,426)	\$ -
Total revenue	\$ 14,934,800	\$ (137,246)	\$ 14,797,554
EXPENSES			
	\$ 11,211,610	\$ -	\$ 11,211,610
Change in net assets	\$ 3,723,190	\$ (137,246)	\$ 3,585,944
NET ASSETS			
Beginning of year	\$ 18,019,873	\$ 323,083	\$ 18,342,956
End of year	\$ 21,743,063	\$ 185,837	\$ 21,928,900

Schedule of Changes in Net Assets by Fund*

December 31, 2020

	General Fund	Special Defense and Organizing Fund	Convention Fund	Health & Post Retirement Benefits Fund	Political Legislative Education Fund	COPE Fund	Total
Beginning balance 1/1/20	\$ 10,369,706	\$ 4,275,615	\$ 1,448,109	\$ 1,919,967	\$ 6,476	\$ 323,083	\$ 18,342,956
Excess (deficiency) of revenue over expenses	\$ 4,575,530	\$ (1,028,595)	\$ 144,921	\$ 32,249	\$ (915)	\$ (137,246)	\$ 3,585,944
Ending balance 12/31/20	\$ 14,945,236	\$ 3,247,020	\$ 1,593,030	\$ 1,952,216	\$ 5,561	\$ 185,837	\$ 21,928,900



Michael Coleman
Secretary-Treasurer

Statements of Functional Expenses*

December 31, 2020

Salaries	\$ 4,902,025
Lost time payments	\$ 13,167
Payroll taxes	\$ 194,766
Pension	\$ 1,396,983
Health and welfare benefits	\$ 927,660
Postretirement benefits	\$ 499,372
Hotel and meal expenses	\$ 137,557
Transportation	\$ 270,713
Executive Board expenses and allowances	\$ 262,665
Office rent and services	\$ 187,614
Supplies and materials	\$ 116,200
Postage and delivery	\$ 49,343
Telephone	\$ 149,464
Insurance	\$ 93,216
<i>The Utility Worker</i>	\$ 221,808
Professional services	\$ 728,505
Dues and subscriptions	\$ 60,384
Scholarships	\$ 13,110
Contributions	\$ 92,817
COPE Fund contributions	\$ 269,400
Affiliation fees	\$ 424,685
Training	\$ 25,258
Convention, conferences and meetings	\$ 26,566
Depreciation and amortization	\$ 40,579
Other	\$ 107,753
	\$ 11,211,610

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

Virtual P4A Conference Set for October



Patrick Dillon
Executive Vice President

The COVID-19 pandemic has, in addition to costing the United States over 580,000 deaths, significantly impacted our daily lives and changed the way we do many things either temporarily or permanently. These changes have certainly included union activities. We have had to adjust how we handle our monthly union meetings, officer elections, contract negotiations and ratifications, grievance and arbitration hearings, and other union related trainings and conferences.

Officers respond to pandemic

Among the changes was the cancelation of the 2020 UWUA regional conferences. The regional conferences were scheduled to be held during the beginning of the pandemic and the National Officers made what at the time was a difficult decision, but in hindsight was certainly the right decision to cancel the conferences.

As the pandemic raged on into the beginning of 2021 the officers were faced with another conference decision, whether to hold or cancel the P4A

Conference. The P4A Conference has been held every four years since 2013 and is focused on providing attendees with various union trainings and presentations on the activities of the Power for America Training Trust Fund across the UWUA. The officers certainly did not want to cancel the P4A Conference outright. However, with a decision point in early February 2021 and with vaccine distribution seeming uncertain, the officers were less than optimistic that a fall conference planned for nearly one thousand people, was in the cards.

The risk of proceeding with the conference was not only jeopardizing the health and safety of our members and their families, but also subjecting the union to significant financial losses if attendance was less than planned, or worse, if the conference had to be canceled at a later date. The decision was made to attempt to get out of the contracts for the conference and, if that was possible, to cancel the conference. Through some tough negotiations, Secretary-Treasurer Michael Coleman was able to work out a deal with the host hotel that did not negatively impact the union financially, thereby clearing the way for cancelation of the conference, at least physically.

With the decision set to cancel an in-person P4A Conference, work turned toward determining whether or not the conference could be held virtually. Many of the changes that

the union has experienced during the pandemic have included going from in-person to virtual meetings and trainings. The officers, believing in the overall value of the P4A Conference, wanted to explore the possibility of a virtual P4A. Fortunately, during the pandemic, the P4A gained significant experience in providing virtual training.

P4A Executive Director, Jonathan Harmon was brought in to determine the viability of providing the conference in a virtual setting, and after some discussion it was decided that the P4A Conference would go on virtually.

Virtual safety and skills trainings

Therefore, plans are in the works for a virtual P4A Conference to be held in October 2021. The conference will include all the offerings of the in-

person conference including, guest speakers, union training, and presentations from the Young Workers', Women's, and National Safety Committees, as well as presentations from across the country from UWUA locals that have utilized the P4A to improve the safety and skilling of their members. Specific details on the conference schedule and offerings, as well as the registration process, will be available in late summer.

Although everyone would prefer an in-person conference, presenting the 2021 P4A Conference virtually should expand on the number of participants and provide for training opportunities on the member's timeline. The plan is to offer live speeches, discussions, and trainings that will be recorded for later viewing by those unable to attend the live session. There will also be many more presentations and training sessions than the typical in-person conference would allow and these again can be viewed at the members' convenance. Despite losing the value of all of us being together, the 2021 P4A Conference is lining up to be a very informative and educational opportunity for the members of the UWUA, and could well serve as a model for future P4A Conferences. Those will most certainly be held in-person and may include a virtual component as well.

Despite losing the value of all of us being together, the 2021 P4A Conference is lining up to be a very informative and educational opportunity for the members of the UWUA.

Trade Unionists Know the Power of the Vote!



John Duffy
National Vice President

Voting rights are at the core of any true democracy. As trade unionists we live by democracy. Whether voting for by-laws or in elections for union officers or shop stewards, the will of the membership reigns supreme.

And yet, unions, which are centered in, and central to democracy, have been under attack by politicians since the birth of the American labor movement.

Remember the coordinated attack on unions that began with Wisconsin's Republican Governor Scott Walker and the Republican legislature in 2011? In 2011 and 2012 alone, we saw an avalanche of state legislation aimed at attacking the rights of workers and their unions.

According to the Economic Policy Institute, at that time:

- Four states passed laws restricting the minimum wage, four lifted restrictions on child labor, and 16 imposed new limits on benefits for the unemployed.
- States passed laws stripping workers of overtime pay, repealing or restricting sick leave, and undermining workplace safety protections.
- Legislation was introduced to make it harder for employees to recover unpaid wages and to ban local cities and counties from establishing minimum wages or sick leave policies.
- Fifteen states passed laws restricting public employees' collective bargaining rights. While 19 states introduced "right-to-work" bills, affecting private-sector collective bargaining agreements.

Today, more and more working people are seeing that right-wing politicians, while trying to define themselves as pro-worker, are speaking against worker interests, such as extending unemployment benefits at a time of high unemployment.

This is where the power of the vote comes in. When those elected betray those who elected them, they are voted out of office. Now, with it becoming clear to politicians that the

electorate is no longer buying into their charade, they want to change the rules and restrict access to the ballot. This is all being done under the guise of thwarting voter fraud. This attack on voter rights is taking place in many states, the same way that coordinated attack against labor back in 2011 and 2012 did.

The only fraud taking place these days is by those state politicians who are to making it harder for working people to get to the polls.

According to the Brennan Center for Justice, legislators introduced 361 bills this year with restrictive voting provisions in 47 states. Some have already become law. Here are just a few:

- Reducing early voting days and hours and banning or restricting the availability and hours of drop boxes.
- Criminalizing giving snacks or water to voters waiting in line to vote.
- Eliminating protections against polling place closures and consolidations.
- Limiting or banning election day registration.
- Eliminating the use of college and university ID cards as valid photo ID.
- Targeting voters with disabilities by limiting curbside voting.
- Reducing protections against voter intimidation by rolling back common sense checks on poll watchers.

The United States has always been the protector and defender of democracy. Our armed forces have fought and died to preserve and defend democracies all over the world, as well as our own precious democracy here at home.

With nearly 9,400 dead and some 1,600 missing, the American cemetery in Normandy, France is a stark reminder of the ultimate price paid to preserve democracy. Those soldiers who gave their lives in the D-Day invasion could never have imagined the anti-democratic lawmakers of today.

As we honor our war dead every Memorial Day, we must remain committed to fighting against anti-democratic forces.

Voting rights are at the core of any true democracy. As trade unionists we live by democracy. Whether voting for by-laws or in elections for union officers or shop stewards, the will of the membership reigns supreme.



Safety Committee Issues Guidance on Saw Equipment for Water Industry Members

Workplaces Are Safer When Workers Have A Voice On The Job

On April 28, UWUA members commemorated Workers Memorial Day; remembered those workers killed and injured on the job; and renewed the call for an end to the unnecessary on-the-job deaths. The popularity of unions is at 65% — one of the highest marks since the Occupational Safety and Health Act and the Mine Safety and Health Act went into effect 50 years ago. The power of collective action through unions improves working conditions, saves lives, and strengthens safety and health laws that raise the baseline level of protections for everyone.

Members of the UWUA National Safety Committee come from all five regions, with safety representatives in each region for the electric, gas and water industries. National Safety Committee meeting agenda items include sharing incidents and best practices.

The following is an example of the impact the Safety Committee has when working together. Changes can happen throughout an industry at UWUA represented worksites. Lives can be saved.

After an unfortunate fatality at one of our water utility employer’s sites, the Safety Committee’s water subcommittee met:

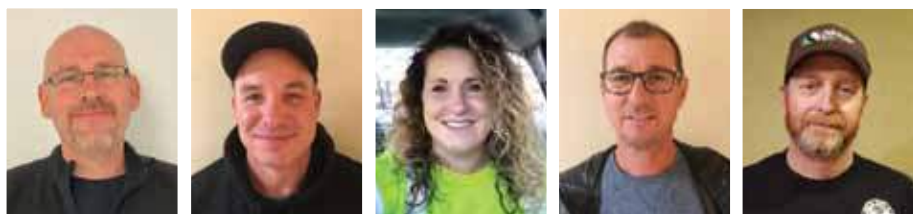
- Employee was killed on the job using a cutoff saw to demo water pipe. During the task the saw kicked back, hitting the employee and causing a fatal wound.
- Committee discovered that this was not an isolated event in the water industry.
- Several of our locals had experienced incidents and close calls with the same tool.
- Locals working for two of our largest water employers shared that they have stopped using the cutoff saws to demo pipes and shared their best practices and information on the safer alternative saw that is now in use, the ICS Abrasive Chainsaw.
- The committee reached out to the manufacturer of the ICS Abrasive Chainsaw. They shared an MIT study on rotational kickback which can be found on the UWUA National site safety resource page. (www.uwua.net/safety)
- The committee members brought this information back to their region’s water locals and employers. They are now working to have this safer tool replace the more dangerous demo saws in the field.



This is only one example of the way the National Safety Committee is working to make our work environments safer for all UWUA members.

Please contact your committee member for further information. Go to www.uwua.net/safety.

Meet your region’s National Safety Committee representatives in the water industry.



Ronnie Brooks
Region I

Cliff Deem
Region III

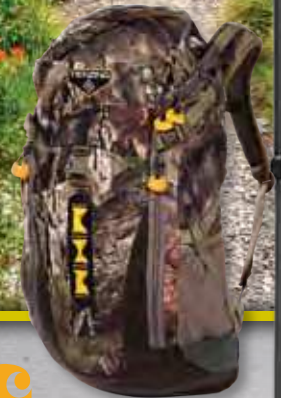
Gretchen Benhardt
Region IV

Dean Wymer
Region IV

Greg Murarik
Region V

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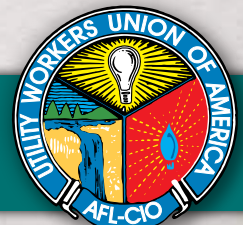
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Building a Stronger Union

The community is a key source of power. Building strong unions is contingent on developing relationships within the communities where we live.

So, what is the messaging? What does a union building campaign look like? Where do you begin? At the core is the union. Then, it's connecting with, and meeting people where they are, communicating one on one, supporting each other's cause, creating collaboration, and strengthening alliances.

The National Women's Caucus, and local women's committees, including Local 132 Women's Caucus, Local 223's Women's Committee and Community Solidarity Committee, Local 601's ALLURE, Local G-555, and Local 1-2, are all utilizing this model to reach across their respective locals. They are actively

building communities where everyone is welcome, bridging gaps separating people, breaking barriers, networking, and creating opportunities to grow, empower and engage both union and non-union workers.

Representation matters! Leading with a lens of vulnerability and empathy, helps us to see the entire picture. Cultivating a diverse network enables us to move forward with thoughtful approaches.

A winning plan to build a stronger union requires strategic planning, identifying, and securing resources needed to win! Internal and external organizing, worker power campaigns, and messaging to win is an ongoing

process. The adoption of a superior strategy allows us to build a stronger union and realizing that we are stronger together!



The Community Campaign model of organizing builds upon relationships and alliances to empower working people, their unions and communities.

Continued from page 9

UWUA Leads the Way in Creating National Policy for Coal Country

Mine Workers see need for coal workforce support

In a recent public event with West Virginia Senator Joe Manchin, the United Mine Workers union also called for robust support for coal country, acknowledging that lower carbon power generation is transforming the energy industry and the jobs it provides.

As they noted, the impact on families and communities that has resulted is hard to overstate. Divorce, substance abuse, bankruptcy, and suicide rates have all risen in the wake of this uncontrolled change. Poverty levels are climbing in Appalachia and other energy-dependent regions.

Calling for a robust effort to keep dislocated workers and their families whole, the miners urged a similar set of supports: full wage replacement, access to healthcare, retirement fund security, education benefits for displaced workers and their families, national training programs, and support for coal communities that have lost tax revenue due to shuttered mines and plants.

A call for an intentional vision

Although workers and communities have suffered and face an uncertain future as the coal industry declines, solutions are readily available with bold and

visionary action from policymakers. Under the leadership of the Biden administration and leaders in both the House and Senate, there is now an unprecedented push to support coal communities and UWUA members.

The nation has reached a moment of reckoning. As the energy mix changes, it must be acknowledged that intentional planning and comprehensive support are critical to honoring the workers and communities that have built this country. The nation owes it to those who have given the country so much.

1 Nonmembers' Right to Object.

Any employee who is not a member of the UWUA, and who pays fees to the UWUA and/or a Local Union pursuant to a collectively bargained union-security provision, will have the right to object to expenditures paid for activities, which are not reasonably related to collective bargaining. Such activities are referred to as “non-germane.” The fees paid by a non-member employee who files an objection under these procedures will be based only on expenditures for activities that are related to collective bargaining.

2 Procedure for Filing Objections.

Objections must be made by the individual objectors, in writing, addressed to the National Secretary-Treasurer, UWUA, 1300 L St. NW., Suite 1200, Washington, DC 20005. Simple objections must be made annually and are effective for a single Plan Year (July 1 to June 30). Objections must include the nonmember's name and address and Local Union number. An objection which expressly provides that it is continuing will be honored. All other objections will be considered simple objections which must be renewed annually.

3 Reduction in Dues or Fees.

The fees paid to both the UWUA and its Local Unions by nonmember employees who file objections will be reduced for a 12-month period. Once a written objection is received by the National Office, the National Secretary-Treasurer will notify the relevant local to reduce the fees for the objecting member. Dues or fees paid by nonmember employees are comprised of the per capita fees paid to the UWUA and fees retained by the Local Union.

For the Plan Year July 1, 2021 to June 30, 2022, 88.62% of the total annual per capita fees and Local Union fees are chargeable to objecting nonmembers. The applicable non-germane percentage of 11.38% was determined by analyzing the UWUA's expenditures for the recently completed fiscal year.

4 Calculation of Reduction in Per Capita and Local Union Dues and Fees.

The National Secretary-Treasurer calculates the reduction in the UWUA's per capita fees and in Local Union fees to which objectors will be entitled by determining the UWUA's total operating expenditures during the preceding fiscal year, based on financial statements prepared by a third party auditor, and the total expenditures made for

activities that are “germane” and therefore chargeable to objecting nonmember employees. The National Secretary-Treasurer then calculates the ratio of germane expenditures to total expenditures. All objectors shall receive, the financial report explaining the calculations for the percentage reduction as well as the list of germane and non-germane expenditures.

5 Appeal to Impartial Arbitrator.

A nonmember employee who files an objection and who disagrees with the UWUA's determination of the reduction in per capita fees and Local Union fees in the belief that it does not accurately reflect expenditures on germane and non-germane activities may challenge the UWUA's determination by appealing to an impartial arbitrator.

- a. An objector who wishes to appeal to the impartial arbitrator must explicitly request, within thirty (30) days of receipt confirmation of the reduction in fees and financial report, that he or she is seeking arbitration. The words “ARBITRATION REQUESTED” must appear on the face of the appeal.
- b. The impartial arbitrator will be appointed by the American Arbitration Association (AAA), through its Rules for Impartial Determination of Union fees.
- c. All appeals will be conducted in accordance with the Rules of the AAA. The UWUA will bear the burden of justifying its calculations.
- d. The cost of the arbitrator's services and the proceedings will be borne by the UWUA and the Local Union. Individually incurred costs (e.g. travel expenses, lost wages, legal expenses, witness fees, transcript copy costs, etc.) will be borne by the party incurring them.
- e. While the appeal is pending, the National Secretary-Treasurer will hold, in an interest-bearing escrow account, a portion of the fees paid by appealing objectors that is sufficient to ensure that any portion of the fees that is reasonably in dispute will not be used during the appeal. If the impartial arbitrator determines that the appealing objectors are entitled to a greater reduction in their fees than that calculated by the UWUA, checks will be issued for the balance of the reduction in fees, plus interest.
- f. The decision of the impartial arbitrator will be final and binding.



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

Reaching New Milestones

Our work with the veterans community continues to get more exciting. I'm pleased to share a few new milestones we've achieved over the past several months. The first of which has broad benefits for employers seeking to benefit from veterans' unparalleled skills and life experiences.

Making military experience count

Repeatedly, I've seen veterans and servicemembers who are hopeful about a new job opportunity discover employers aren't able to translate their skills into a new career. Many employers end up viewing military experience as an impediment not an advantage — a common dead end that has heartbreaking consequences for the veteran community.

For all of these reasons, it was important for me to participate and help lead an impactful new initiative by the American Legion and the Lumina Foundation. I — along with a

ships that benefit veterans today, including UMAP and Skill Bridge. We're pleased to be spotlighted in the Legion's report and hope that as a result more veterans have a chance to benefit from this program.

A hand up not a hand out

The report further drives home the maxim we follow every day; veterans need a hand up, not a handout. It's our hope this work clears the way for many more veterans to navigate into good, family-supporting post-military careers like those offered through the utility sector. Ultimately the findings support efforts to change minds about what life beyond the military can look like. The full findings are available online here: <https://www.legion.org/publications/252031/future-credentialing-servicemembers-and-veterans>.

Thanks to two new employer partnerships, UMAP will extend a "hand up" to even more veterans in southern



Thanks to two new employer partnerships, UMAP will extend a "hand up" to even more veterans in southern California and New Jersey.



The UWUA is doing its part to provide a pathway for veterans to utilize their soft and hard skills to build and maintain our nation's gas, electric and water utilities by connecting veterans to family supporting, union jobs. Pictured here is Utility Worker Military Assistance Program training in Chicago, IL.

broad group of stakeholders — researched and developed a set of recommendations to help colleges and employers study ways we can better translate the hard and soft skills individuals learn in the military into equivalent work experience and even course credits. The result is a new report, *The Future of Credentialing of Servicemembers and Veterans: Leveraging Partners, Policies and Resources*, which helps educators and employer organizations rethink how veterans can help further their success.

In addition to offering promising solutions, the report spotlights existing model programs and public-private partner-

California and New Jersey. Agreements with SoCal Gas in California and American Water in New Jersey expand UMAP's national impact and our ability to make a difference connecting veterans to good, family supporting careers in the utility sector.

These agreements build on successful partnerships across the Midwest that have benefitted over 700 veterans over the last 10 years. Reach out to me at rpassarelli@uwua.net or check out more information at www.power4america.org if you're interested in hearing more about how UMAP can benefit you, your members or your employer.

Saluting Our UWUA Retirees

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

Local 101

Chris Hatchett
Dave James
Pat Keeder
Julie Kronberg
Randy Litteral
Howard McMurtrie
Ronda Smith

Local 102-F

William A. McCune II

Local 102-G

Jeffrey W. Patton

Local 102-H

Timothy Peckyno

Local 102-J

Thomas D. Slagle

Local 106

Fernando Cruz

Local 119

Gregory Annett
Daryl Bist
Michael Chick
Kevin Corcoran
Mary Jaeger
Craig Leduc
Mark Mangett
Mark Mickalich
Sharon Peters
Linda Strong
Lambert “Gene”
VanAlst

Local 123

David R. Charron
Hughlin W. Dunlap
Dennis J. Feldpausch
Louis F. Kortryk
Charles R. Rahall
Theresa A. Smith

Local 126

Ken Davidson
Terry Jones
John Renzi
Skeeter

Local 127

Wesley W. Briggs
Kevin L. Frank
Jeri R. Leach
Larry R. Mann
Nancy J. McCormick
Timothy S. Sullivan

Local 127 cont'd

Michael B. Willford
Blake Wollman
Robert A. Whitaker

Local 223

Autrey Anderson
Rena Austin
Kalen D. Bennett
William C. Bowden Jr.
Jake Britton
Debra J. Combs
Donald J. Distelrath
Thomas Dube
Jeffrey A. Gardner
Joseph Haddad
John Harrison
Scott Harter
David Heatherly
Keith E. Klee
Albert Motta
Louis D. Nemeth
David M. Nicolson
Mark A. Patterson
Robert A. Reid
Terry Rodriguez
Kevin Schultz
Patrick D. Squillace
James E. Stinson Jr.
Charles A. Szafran
Keith A. Travis
Mark A. Zukosky

Local 254

Paul Collins
Dale Dodson
Maureen Haley
Kirk Lentz

Local 270

John Bass, Jr.
Steven French
Jerry Gibson
Timothy R. Hayes
David E. Johnson
Danny D. Long
Joseph Mlakar
Russell Nelson
William Prescott
Randal Vezdos

Local 347

Mark R. Grulke
Robert Send

Local 365

Steve Gocinski
Joseph Intermor

Local 375

Elliott Adams
Kevin Eccleston

Local 388

Robert Jon Elgersma

Local 423

Craig Bolton
Mark Bolton
Myrl Clue
Dennis D'Adamo
Anthony DeMaio

Local 424

Robert Crotty
Matt Lech
Steve Orzechowski
James Weber

Local 426

Dave Fluharty
James Potenzini
Todd Schwertfeger

Local 433

Kenneth M. Babin
James P. Colbert
Susan Pefferman

Local 470-1

Joseph Brennan
Abraham Martinez

Local 478

Robert M. Comer
Patrick A. Lynskey

Local 483

Howard Pate
John Rapsoe

Local 500

Gary Wright

Local 525

Vincent Johnson
Howard Lehman

Local 582

Kip Martin
Todd Weavers
Duane Zuidema

Local 600

Jeff Glenn

Local 601

Debra Adams

Local 601 cont'd

Catherine Bonassisa
Deborah Capozzi
Theresa Goley
Janet Jenkins
Louis Lopes
William S. Rogers
Deonath Shivprashad
Keith Snyder
Craig Swiney
Lorraine Waxmonsky

Local 648

Joseph Budney
Brian Sarrel
James Shotto
Mark Woods

Local B310

Jeff Greene
Leo Turgeon

Local G555

Barry Gaidek
Cedric Tucker



Local G-555'S Steve Sombati Awarded Lifetime Membership

Former Local G-555 Business Manager (retired) Steve Sombati was recently awarded lifetime membership by the local's executive committee.

Local 270 Elections

Nominations for General Officers, Divisional Officers, Executive Board, Trustees, and Chief Job Stewards shall be opened at the regular Membership Meetings in August and closed at the regular Membership Meetings in September.

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 Name Local #

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Tell Your Senators, Pass the PRO Act!

The re-empowerment of workers and their unions is one step closer to reality. The Protecting the Right to Organize (PRO) Act, has passed the House of Representatives.

Now, it's up to the Senate to pass it. Then President Biden will sign it and make it the law of the land.

Call 866-832-1560

