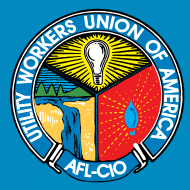
THE UTILITY WORKER



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UTILITY WORKERS UNION OF AMERICA, AFL-CIO

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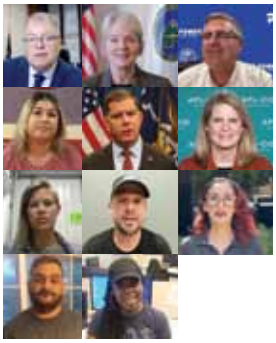

P4A virtual conference participants.

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Moving Our Union Forward!

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

We're committed to leading your union in areas we can all agree benefit our members and our families: organizing the unorganized to build our union's strength; representing our members in collective bargaining and contract enforcement; and advocating for laws and regulations that advance the interests of our members and our communities.

This past year will surely be remembered as one of the most challenging in our country's, indeed our world's, history. As we began 2021, we all looked forward to putting the pandemic behind us. There are few families that did not experience the loss of a loved one to the virus, and our union grieves for members lost this year to both COVID and job accidents. No one anticipated that come December we'd be bracing for new variants and outbreak spikes or that the vaccination itself would become a polarizing issue.

While we endured COVID fatigue, this year also had bright spots. One of the highlights was our union's 75th anniversary. In recognition of that milestone, we initiated a three-part review of our union's history in *The Utility Worker* and we sent out a free UWUA anniversary sticker to all magazine subscribers to mark that occasion; the series concludes on pages 12-13 of this issue.

History is always the best teacher. In our case, it is instructive because it reminds us that we've overcome formidable obstacles many times in our seven-plus decades. We faced employer opposition, sometimes violent, as we organized hundreds of thousands of workers from the 1930s onward. We have negotiated countless contracts, waging strikes when necessary to achieve the gains our members sought. We've testified and marched in state capitals and Washington for workers' rights, civil rights and to hold utilities accountable

Continued on next page

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UWUA 2019 30th Constitutional Convention.

to customers and communities. We survived the attacks of deregulation and privatization of public utilities. Time and again, we answered the call when communities were devastated by hurricanes, terrorism, fires, earthquakes, and other natural disasters. Through it all, our members demonstrated fierce determination, dedication, selflessness, and resilience.

How we achieved these past successes can serve to inform our approach to the challenges we face today and will encounter as we move into the future. Most importantly, we're reminded that while the size and nature of the battles may change, the winning formula is always same: *we win when we stand united.*

Our members are all that stand between the customer and the life-giving resources of water, gas and electric. We must join forces with our customers around these issues and make employer accountability to both workers and consumers a priority for contract bargaining and legislative and regulatory advocacy in 2022.

This past year has posed unique challenges to our union's unity. It is harder to stay united with our workforce dispersed. Many members are still working from home and missing the comradery of the workplace. Even our recent Power for America conference (see pp. 14-15) had to be held virtually. We all long for a return to "normalcy," to go back to our worksites, reconnect with our union brothers and sisters, and once again congregate for in-person membership meetings.

Priorities for 2022

The dynamics of our industries are changing. We're seeing employers take advantage of dispersed workforces to increase the use of outside contractors, thinking that we won't notice their attempts to take away our work. Every generation of utility workers has faced this contracting issue, and we've fought back many employer attempts to use it to weaken our union.

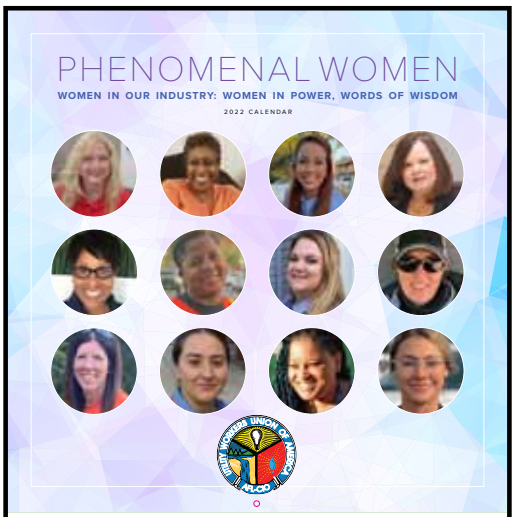
This time is different and will require new strategies to fight back on our part. Utilities are greatly expanding the use of contractors to perform "live" work. We know firsthand what happens when contractors take our work: quality erodes, customer satisfaction declines, and the public is put in danger. When work is contracted, not only is our work taken away, but it's also our members who are most often tasked with cleaning up the mess contractors leave in their wake. Because UWUA members are often the closest proxy consumers have to "the company," it is our members who hear customer complaints and bear the blame in consumers' minds for poor decisions made by management.

Adding to this, we've noticed a disturbing rise in dishonesty by some employers in their dealings with employees and the public. Boston prosecutors recently won indictments against Atlantic Coast Utilities, its owner, and an employee for several counts of perjury related to a safety record coverup following the on-the-job deaths of two employees last February.

When companies aren't forthright, consumers lose trust and blame workers at the job site for problems that rightly lie at the feet of company executives. It's disheartening and depressing for our members to have to repeatedly try to

explain away problems that are beyond their pay grade and control. This can snowball into a downward spiral of poor morale and job dissatisfaction.

The issues of contracting and corporate dishonesty are bigger than we can solve by ourselves. We need to partner with our customers, communities and elected officials. Our members are all that stand between the customer and the life-giving resources of water, gas and electric. We must make employer accountability — to both workers and consumers — a priority for contract bargaining and legislative and regulatory advocacy in 2022. Educating and engaging our customers on the issues will be key to our success.



The 2022 UWUA Women's Caucus calendar is available now! It spotlights members in field and office utility work. For more information, email vking@uwua.net.

Unity is everything

While we aspire to unity, there are strong forces that seek to sow and profit from division. Some have perfected the use of social media to foment disagreement and alienation. They've taken advantage of COVID-induced isolation to further polarize our already partisan country. There are those that seek to benefit from our division.

We've achieved too much to let them erode our success. Instead, we need to keep our "eye on the prize," and that prize is solidarity. More than any other factor, it is our unity that has delivered the gains we've achieved over the past 75 years. And it is our unity that will lay the foundation for further improvement over the coming decades. We stay united, we continue to make gains. Unity is how we win everything.

Maintaining strong unity is more important than ever. We can't let the forces of division divert our attention from what unites us, and we must not fall prey to the those that would try to distract us from our common goals of safe workplaces, good wages and benefits, a collective voice on the job, and a shared commitment to our customers and communities.

Our 2022 regional conferences will be opportunities to regroup and recommit to building unity around our common goals. They will also serve to reenergize our union's organizing program at the local, regional, and national levels. We stay strong through unity as well as through increasing our numbers. There are workers out there eager to gain the benefits of the UWUA voice. You can read about our newest New Jersey and Connecticut members on pages 6-7. The federal government's commitment of $73 billion to modernize the nation's electricity grid — the single largest federal investment ever in power transmission — will present new opportunities for our locals to expand their memberships and build union power.

As your elected officers, we're committed to leading your union in areas we can all agree benefit our members and our families: organizing the unorganized to build our union's strength; representing our members in collective bargaining and contract enforcement; and advocating for laws and regulations that advance the interests of our members and our communities. To paraphrase George Washington in his farewell address to the nation, we will have no permanent friends, just permanent interests.

Throughout our 75 years, we have always risen to face whatever challenges came our way. The recent Power for America virtual conference showed that we continue to have the ability to adapt and take on the unexpected and we are ready to lead for the challenges ahead.

2022 Regional Conferences

Mark your calendar for your 2022 regional conference and plan to attend! The conferences will be packed with great sessions on organizing, national committee work, bargaining, and effective advocacy. Watch www.uwua.net and your email for more information early next year.

Region V	**March 24 – 26**	**Sonesta Redondo, Redondo Beach, CA**
Region II & III	**June 2 – 4**	**Westin, Cleveland, OH**
Region IV	**August 11 – 13**	**Palmer House, Chicago, IL**
Region I	**September 14 – 16**	**Omni, Providence, RI**

Everything You Need to Know about the Federal Contractor Vaccination Mandate

Answers to Your Frequently Asked Questions

For the complete FAQ, please visit www.uwua.net/covid

1 What is the legal authority for a vaccine mandate?

The President and the federal government have broad discretion to impose these kinds of requirements in federal contracts. Specifically, the President has authority under the Constitution and the laws of the United States, including the Federal Property and Administrative Services Act.

The authority is granted to ensure that the parties that contract with the Federal Government provide adequate COVID-19 safeguards to their workers performing on or in connection with a Federal Government contract or contract-like instrument. The executive order asserts that its safeguards will decrease the spread of COVID-19.

The statutes cited above, and the power of the President set forth in the Constitution are very likely to provide the federal government with the power to impose a vaccine mandate with federal contractors.

2 What is the definition of a federal contractor under the executive order?

The executive order's definition of the term "covered contract" is very broad. It applies to Federal contracts and contract-like instruments, which includes "contracts and any subcontract of any tier thereunder." Notably, the order is not limited to only Federal procurement contracts executed under the Federal Acquisition Regulation ("FAR"). The order provides numerous examples of covered contracts.

Utilities are likely to have contracts with the federal government that satisfy the order's definition, including contracts for electric service and gas transportation, demand response contracts, permits, licenses, and rights of way agreements. Utilities also may be covered by the executive order because they are likely to be subcontractors of federal contractors.

3 What is the UWUA's position on the mandate?

While we encourage all UWUA members to get vaccinated, we object to employer vaccine mandates unless negotiated with UWUA locals. Here, because the federal contractor vaccine requirements are instituted pursuant to government order, employers are relieved from a bargaining obligation under the National Labor Relations Act. However, employers covered by the vaccine mandate do have a duty to bargain over the effects of a mandate upon request of the Union.

4 What is the UWUA doing about the mandate?

We are assisting UWUA locals in ensuring that vaccine mandates are limited to those employers and members that are required to be vaccinated by the Executive Order for Federal Contractors or by the OSHA Emergency Temporary Standard. The UWUA is also assisting Local Unions in bargaining over the effects of a vaccine mandate. The UWUA will refer members to the EEOC for guidance and information related to medical and religious accommodations required by law.

5 What if I refuse to be vaccinated?

You could face disciplinary action up to and including discharge unless your employer approves your request for an exception on health or religious grounds. UWUA locals are only able to bargain over the effects of a vaccine mandate not whether you fall under the mandate. During the effects bargaining UWUA locals can seek to negotiate provisions where non-vaccinated employees are not disciplined.

6 What if I face disciplinary action because I refuse to get vaccinated? Will the union represent me?

If you face disciplinary action because you refuse to get vaccinated, you should contact your local union to discuss the fact-specific options in your individual case. However, you should be aware that arbitrators will generally uphold disciplinary action if an employee refuses to comply with governmental regulations that their employer is required to follow.

7 Why isn't the UWUA filing a lawsuit against the vaccine mandate?

UWUA attorneys and other legal professionals have evaluated the executive order and any potential legal arguments to narrow or overturn the federal contractor vaccine mandate executive order and have concluded that a lawsuit by the UWUA is not viable for several reasons.

First, the UWUA does not have standing to file a lawsuit because the Union is not a federal contractor. Second, the government has wide discretion to impose work requirements on employees of a federal contractor. Third, the order has an express provision for religious and medical exemptions as required by law. Fourth, there is well established precedent from the Supreme Court and other federal courts upholding mandatory vaccinations in the interest of public health.

You should be aware that the federal contractor mandate has been challenged in court by several states. The outcome of that litigation, if successful, will likely impact UWUA-represented federal contractors.

8 Is asking for proof of my COVID-19 vaccination status a violation of my rights under HIPPA?

In general, the HIPAA Rules do not apply to employers or employment records. If an employer asks an employee to provide proof that they have been vaccinated, it is not a HIPAA violation.

Elizabethtown Gas Company Workers Vote Union, Yes!

The customer experience team at Elizabethtown Gas Company in northern New Jersey voted overwhelmingly to join the UWUA in late October. The 70 new members of Local 601 work in the call center, billing department and walk-in customer service centers.

"The organizing committee really wanted a union and worked hard to make that happen," says Local 601 President Noel Christmas. "I'm looking forward to negotiating their first contract and improving their lives."

The organizing win builds on the successes the union has had at the company where meter readers, first responders, measurement and regulation techs, field service representatives and street department employees already enjoy UWUA representation. The victory is another example of a successful organizing campaign with workers who see their co-workers benefiting from the things a UWUA contract brings.

> **"Elizabethtown Gas ran an anti-union campaign. They did some things that were really ugly. Fortunately, the call center workers stood up for themselves and voted for the union."**
>
> — Valerie King, UWUA Organizer

"They felt they were being treated unfairly," says UWUA Organizer Valerie King who led the campaign. "They are underpaid and don't even have sick days. These are things we will work on in contract negotiations."

"Elizabethtown Gas ran an anti-union campaign," King adds. "They are my gas company and many other Local 601 members are in their service area. They did some things that were really ugly. Fortunately, the call center workers stood up for themselves and voted for the union."

Elizabethtown Gas is a wholly-owned subsidiary of South Jersey Industries with roots that stretch back to 1855.

UWUA's Newest Members On Why They Joined The Union

"It was time for us to have a voice at the table to promote positive changes in the workplace to benefit us and our families. UWUA gives us that voice."

Matthew Loda
Customer Service Rep. II

"I joined the union due to the company's unfair labor practices."

Boris Gaviria
Billing Rep. II

"I joined the union because I want a reasonable wage increase, job security and better working conditions."

Massiel Marmolejos
Customer Service Rep. II

"One of the biggest factors in my decision to join the union was job security. Also important were better wages, improved working conditions, to have my rights as an employee protected and to actually have a voice at work."

Jorge Vallejo
Customer Service Rep. II

'Our Mission: Organizing' CN Local 470 Wins One Unit, Eyes Next

"We're coming for everybody we can organize," says Connecticut Local 470 President Moses Rams. "The company is on notice. It's not a secret." With strong contracts to support organizing efforts at United Illuminating, unorganized employees there are reaching out to Local 470 to become union members.

Unions improve lives

In the first of what Moses expects to be a series of election wins, on November 4, employees in four job classifications — commercial collections, transmission operators, revenue protection and project coordinators — voted to join Local 470 in a National Labor Relations Board (NLRB) election.

The local will now begin the process of negotiating a contract for the 20 new members with the goal of absorbing them into their existing contract with the company.

"Based on what we see nationally, we know how much better people's lives are when they have a voice at work as union members," Moses says. "Our mission is to continue to organize as many people as possible. As a result, we're organizing people who traditionally were not considered to be eligible for union representation."

With strong contracts to support organizing efforts at United Illuminating, unorganized employees there are reaching out to Local 470 to become union members.

He points to workers who are supervisors in name only but who do not have anyone directly reporting to them. He explains, "One trick that management does is call you a supervisor so that they can pay you less than a union member makes. Many people are supervisors in name only and are eligible for union representation."

For example, while Local 470 has always represented distribution dispatchers, transmission operators, a group that traditionally opposed representation, now voted to join the union. These workers are responsible for the flow of high voltage electricity from one state to another.

The local also won representation for workers in the revenue protection office who investigate fraud and protect the integrity of the system.

Moses and his executive board have their sites set on organizing utility workers in the renewables sector as well.

United Illuminating 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's parent corporation, Iberdrola is a multinational energy utility based in Spain.

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

Canfield, OH Members Win First Contract!

Hourly employees in the public works department of the City of Canfield, Ohio ratified their first union contract on November 8, capping off a successful two-year campaign in which the workers also faced down brazen acts of anti-union intimidation by the city manager.

The contract victory secures a successful organizing drive from September 2019, when employees in the Youngstown suburb elected UWUA as their bargaining representative. Soon after the election, the Canfield employees joined Local 425, which has long represented employees of water utility Aqua Ohio in the region.

Left to right: Cliff Deem, president of Local 425; Canfield's Jim Fox, Will Hunter, Tim Long, Dean Maggs, Mark Mook, and Jim Kagarise; Jim Slevin, UWUA president.

"I can't say enough about the perseverance of Canfield employees," stated Local 425 President Cliff Deem. "These union workers stayed steadfast throughout a tough fight, and solidarity from UWUA members and staff brought them out on top."

City management frustrated negotiations throughout the process with a series of unfair demands, including refusal to agree to any binding procedure for a fair distribution of emergency overtime between union workers and front-line supervisors.

The city's conduct took an even uglier turn in June 2021, when City Manager Wade Calhoun threatened to fire the entire union workforce to intimidate employees against the UWUA and to try

Decommissioning Nuclear Plants: Utility Workers Get the Job Done Right and On Time!

"It's kind of a sad, but successful story," says Local 369 President Craig Pinkham when asked about the work his members are doing to decommission the Pilgrim Nuclear Power Station in Massachusetts.

"The fact is that even though the plant is decommissioned and there are not going to be any more Utility Workers onsite, our members finished the job safely and on time to allow everything to be decommissioned as planned," he explains.

The Pilgrim plant is the first of three nuclear facilities UWUA members are decommissioning. The other two are New York's Indian Point, represented by Local 1-2, and Michigan's Palisades Nuclear Plant, represented by the Michigan State Utility Workers Council (MSUWC).

All three were owned by Entergy and sold to Holtec International when Entergy got out of the business of nuclear generation. Holtec's job is to decommission the facilities, drawing on the billions of dollars the Nuclear Regulatory Commission makes available for the work through the Nuclear Decommissioning Trust fund.

"It's important to know that we've continued with the same high standards for this decommissioning that we had during the operation of the plant," says Local 369's Adrian Lombardo, a Radiation Protection Technician with 15 years of experience at the plant. "There has been no compromise of plant integrity."

Adrian Lombardo, a Local 369 radiation protection technician, "There has been no compromise of plant integrity."

January 6 is Adrian's last day of work as a Local 369 member at the plant. He's hoping to stay on during the demolition phase as, in his words, "There is residual contamination in the building. It's empty but there's still radioactive components and contaminates," and he has the expertise to handle them appropriately.

Saving jobs

When it became clear that Entergy was getting out of the nuclear generation business, in 2018 the UWUA formed a strategic committee to ensure that members' bargaining unit work was protected during the decommissioning process. This saved hundreds of jobs, as Utility Workers stay onsite until all the radioactive fuel is removed and safely stored in steel and cement casks.

"We are the first ones to go through what New York Local 1-2 is going through now with Indian Point and what our Michigan brothers and sisters will be going through with the decommissioning of Palisades in the future," Pinkham says. "We showed it could be done right, done safe, and done on time."

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to stifle the union's support for proposed city charter amendments that would make city leaders more accountable to voters. The UWUA quickly filed legal charges with the State Employee Relations Board over the threats.

The union also mobilized Canfield residents against the city's abusive conduct, prompting complaints from voters to city council members about the intimidation and the lack of progress for a fair contract.

The morning after the election — when nearly 45% of Canfield residents voted in favor of the city charter reforms — city management reversed course, dropped its unfair bargaining demands, and agreed to the same terms the union bargaining committee had offered months earlier.

> **"I can't say enough about the perseverance of Canfield employees. These union workers stayed steadfast throughout a tough fight, and solidarity from UWUA members and staff brought them out on top."**
>
> — Cliff Deem, Local 425 President

"We have enormous respect for the UWUA for standing up to help us win this contract," stated Jim Fox, rank-and-file member of the bargaining committee.

Fox especially credited UWUA National Representative Rich Cossell — who led the 2019 organizing drive and the union's bargaining committee — and Deem and other Local 425 leaders, who also stood by Canfield workers every step of the way.

"We learned a lot through this fight that we plan to use in the future to build even better working conditions for our members," Fox said.

With a big part of the P4A Training in Action conference focused on safety, we asked members, "What does working safely mean to you?"

Randy Koerber

Local 105

"For me, it means providing a safe environment for my customers and my community, and then at the end of the day being able to go home to spend time with my family and enjoy doing the activities I like to do outside of work."

Donald Davis

Local 132

"Safety is about being able to go home, be with my family, and enjoy the weekends without a sore back and with all my limbs intact. I want to keep being able to enjoy camping, fishing and other activities with my family."

Greg Ball

Local 144

"Safety to me is all about family. I try to instill in the people that I see every day that it's about more than just a particular moment or a particular job. You have to think ahead and keep family and home in focus so you get home safely at the end of each day and be there for your loved ones."

Luke Roose

MSUWC

"I work safe because we all have friends. We all have families. I have kids, and I'm passionate about coaching their sports teams. It's something I don't ever want to miss any part of. That's what drives me to be safe. It's very important that we go home the same way we come in every day."

Monique Barragan

Local 132

"I work safe so that I contribute to the well-being of the public, but also so that I'm able to enjoy time with my family outside of work."

Brian Hannon

Local 369

"As essential workers, it's very important for us to stay healthy and safe so that we can continue serving and supporting our communities."

Antoine Chambers

Local 606

"Safety means that my coworkers and I get home in one piece; same way we got here."

UWUA 75 YEARS!

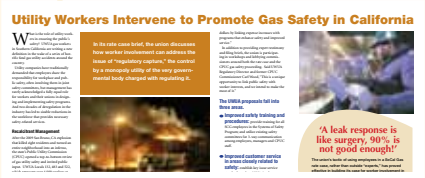
2008 — Power for America Training (P4A) Trust Fund formed: Union training Union

2012 — NY Local 1-2 locked out for 3-weeks by Con Ed.

Hurricane Sandy devastates East Coast

2010 — National Veterans Committee formed

2005 — UWUA advances goals engaging utilities with regulators at the state and federal levels



Utility Workers Intervene to Promote Gas Safety in California

In its rate case brief, the union discusses how worker involvement can address the issue of "regulatory capture," the control by a monopoly utility of the very governmental body charged with regulating it.

'A leak response is like surgery, 90% is not good enough!'

2009 — UWUA Gains Seat on AFL-CIO Executive Council.

Joins BlueGreen Alliance, growing labor-environmental partnership

2011 — Utility Workers Military Assistance Program (UMAP), National Safety and Young Workers Committees formed

When Utility Worker Union of America members joined together in Pittsburgh, Pennsylvania for their first constitutional convention on April 6, 1946, they made history.

Like the founding fathers of the United States, their goal was to form a more perfect union and hammer out a constitution to do so. Generations of utility workers have lived by the constitution and struggled to achieve its goals, as expressed in the preamble.

UWUA Constitution Preamble

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.

In this, the third, and final, installment marking the UWUA's 75th anniversary, *The Utility Worker* briefly covers the union's history in the 21st Century, which lays the foundation for the future.

A 21st Century Union

At the turn of this century, the UWUA embarked on a number of initiatives to defend the gains its members had made at the bargaining table, protect jobs in the rapidly changing utility sector and secure the good wages, benefits and working conditions for the next generation of utility workers to enjoy.

Building on the experience of taking on deregulation and its negative consequences, the union opened a new front in the fight to protect its members. Engaging regulatory agencies at the state and federal levels, sometimes siding against employers, other times with them, in rate case after rate case, the union proved it could positively influence boardroom decisions that directly impact members.

A Union With Solutions

Knowing the utility workforce is aging, the UWUA established the Power for America Training Trust (P4A) to ensure the industry, and future utility workers, get the appropriate training. At a time when unions are being vigorously attacked, this training includes first-hand experience on the value of union membership.

Making History, Moving Forward

Pull Out & Post

2015 National Women's Caucus formed

2018 Nuclear Plant Decommissioning task force set up

2021 CA Wade Kilpatrick Gas Safety and Workforce Adequacy Act signed.

Bill to empower fossil-fuel workers to train, find jobs is introduced in U.S. Senate

2014 CA SB1371 gas safety bill signed, reducing methane leaks, creating good union jobs

2017 UWUA joins NEORI, now the Carbon Capture Coalition

2019 P4A wins DOL approval for renewables training

With so many military veterans coming home, the UWUA set up the Utility Workers Military Assistance Program (UMAP) as part of P4A. With vigorous training from union members, UMAP has placed hundreds of veterans in good union jobs.

Union training union has proven to be effective, cost-efficient and a win for everybody.

When members reported on the difficulties they faced with decaying infrastructure, the union embarked on a nationwide Repair America campaign, drawing attention to failing infrastructure and promoting solutions to create middle class, union jobs.

Just Transition To A Low Carbon Future

As U.S. industry market forces and environmental stresses point toward transitioning to a low-carbon future, the UWUA has taken the lead in advancing policies that would avoid the mistakes made during the deregulatory process in which the interests of the industry and investors were protected while workers, communities and ratepayers were often left behind.

Working with allies in the labor and environmental movements, the UWUA is pushing for a "just transition" to ensure: 1) displaced workers from closing power plants receive support, including wages, benefits and retraining; 2) expand existing economic development programs to enable communities to respond to power plant closures or downsizing; and 3) support vital elements of the energy transition, including support of climate resilient infrastructure projects in communities where plants are closing.

Meanwhile, the union continues the fight to protect its members' jobs in fossil fuel and nuclear plants.

With unprecedented man-made and natural disasters devastating communities, the UWUA is working to secure first responder status for members.

Union Safety Committees

Protecting its members is at the core of everything the union does. And nothing is more important than ensuring a safe work environment.

Whether at the local, national, or industry-wide level, the union's safety committees are proving that utility workers are the experts when it comes to ensuring a safe workplace.

Through safety committees, the P4A and UMAP, UWUA members proudly proclaim they are the safest, most productive, highest skilled workers in the world.

As the public's support for organized labor grows, especially among young workers, the UWUA is poised to bring the benefits of union membership to a new generation of utility workers.

This is what UWUA's founders envisioned and fought for when they joined together 75 years ago to form a more perfect union!

Power For America
TRAINING IN ACTION!
2021 Conference

P4A's 2021 Co Training Virtual a

A year ago, we thought we'd be back to "normal" by this fall. We looked forward to gathering for a command performance of the Power for America (P4A) training conference last held in 2017. Like with so many other things, COVID put a kink in our plans. Undeterred, UWUA leadership and members showed ingenuity and resilience in pulling together a three-day virtual training November 8-10 that brought first class presentations and training sessions directly into the computers, phones and tablets of hundreds of UWUA members.

P4A is about ensuring UWUA members are able to live up to our union's mantra of being the safest, most productive, highest skilled workers in the world. The 2021 Training in Action conference delivered on that promise.

P4A Executive Director Jonathan Harmon

Nearly 500 members from 95 locals tuned in to hear from UWUA, labor and political leaders; to receive training for improving on the job safety and communication; to learn more about how the P4A is working with locals across America to build member skills and reduce workplace injury rates; and gain insights into the work of the UWUA's National committees.

Inspired by the popular model developed by Netflix, which releases a complete season of a show on a single "drop date," P4A produced three days of material, with each day (or "season") including a mix of training, national committee materials, messages from national officers and Biden administration officials, and members speaking on the topic of the day. Participants were then free to either "binge watch" the entire day's package or pick and choose pieces to watch at their convenience.

P4A Executive Director Jonathan Harmon spoke of the P4A advantage, with its core principle of "union training union" that pulls active members from the field as temporary union instructors. Harmon attributes P4A's incredible growth in recent years to its model of employing the "best of the best" as trainers. P4A has expanded its reach beyond its Michigan headquarters to reach both coasts. In 2019-2000, P4A trained more than 9,000 members in 15 states. Training programs expanded beyond natural gas and offerings now include a full array of training for electric and water workers. Plans for 2022 include the opening of a new renewables training center and an expansion of the Utility Workers Military Assistance Program (UMAP) to Southern California.

More than anything, P4A is about ensuring UWUA members are able to live up to our union's mantra of being the safest, most productive, highest skilled workers in the world. The 2021 Training in Action conference delivered on that promise.

COVID may have stood in the way of the in-person training many of us are accustomed to, but it couldn't stop P4A trainers from developing top-notch content for at-home consumption. P4A National Safety Director Bill Komianos led three safety related sessions: Job Hazard Analysis, Systems of Safety and Situational Awareness. P4A National Training Director Priscilla Peloubet presented two sessions aimed at improving worksite communications: Understanding the Generations and Managing Conflict. All five videos will remain accessible to UWUA members through www.p4atraininginaction2021.com.

Safety, safety, and more safety!

National Safety Director Scotty MacNeill led a roundtable on how to build a more effective local safety committee. He and the three National subcommittee chairs (Brian Hannon, electricity; Ronnie Woods, water; and Jim Davis, gas) shared a wealth of experience on the critical importance of having an equal and real union voice at the table on safety issues.

Four California Water members presented a case study of their experience in overcoming the perceived limits to the effectiveness of their union-management safety committee. Through collaboration with P4A, UWUA's National Safety Committee, and the company, California Water now has a peer-

nference Makes nd Available to All!

to-peer program and full-time union safety representative positions. Members are seeing big improvements, and it's a model that members everywhere can learn from and apply in their own workplaces.

Women's Caucus

Three members of the National's Women's Caucus put together a "Welcome to the Union" presentation that locals everywhere are encouraged to adopt for their own new members. It covers the full gamut, from an introduction to the UWUA, to an explanation of Weingarten rights, to why it's important for new members to be engaged and involved in our union.

The Women's Committee also presented a roundtable on how we can better foster women leaders at both the local and national levels featuring caucus co-chair and National Rep. Valerie King, Local 223 President Juanita Ray, Local 393 President Barbara Yatauro, and Local 1-2 Business Agent Jean Washington.

Young Workers

The future of our union, our pensions, and the welfare of our families, depends on maintaining a vibrant and strong UWUA. We need to attract new workers to our industry and our union to stay strong and be able to defend our gains and make new inroads. In the not-so-distant future, our current young members will be asked to pick up the baton of leadership and carry our union into the future. Young Workers committee members shared their journeys on how they came to be UWUA members, what the union means to them, and why young people considering career options should choose a career in the utility industry.

In a second presentation, the Young Workers presented on basic financial literacy, aimed at younger members who enter the workforce without the knowledge or experience of how to manage the money they are suddenly making as a union utility worker. The presentation focused on fundamentals of budgeting and planning for your future.

"Training and education are at the heart of what we do at the UWUA. This year's theme, Training in Action, speaks to the many ways that P4A training and education programs have evolved to become more inclusive and hands on. As an extension of our union, P4A's programs are dynamic and interactive and get you out in the field, using the equipment you'll be using every day — and ensuring you have the right safety, leadership, and skill training you need."

James Slevin
President, Utility Workers Union of America

"What's so special about Power for America is that it's a collaboration — labor and management together. You help tailor the training to meet employer needs. You have a common goal: to develop a highly trained workforce that delivers the safest, best quality work."

Liz Shuler
President, AFL-CIO

"When times are tough, union members step up and our nation is forever grateful. But I believe we have to do more than just say, 'thank you.' We have to back our working people. We have to pay them a fair wage and respect their rights. We have to create good union jobs all across our country."

Marty Walsh
United States Secretary of Labor

Jennifer Granholm
United States Secretary of Energy

"It is not an exaggeration to say that Joe Biden is the most pro-union President in our lifetimes. He's helping workers organize and collectively bargain. He's come out in favor of the PRO Act. He's threaded labor priorities throughout his legislative agenda. He's stocked his cabinet with union champions."

"UWUA members have always answered the call to help communities respond and recover from emergencies. One of the best ways we can thank you is by ensuring your health and safety while doing your jobs."

James Frederick
Acting Assistant Secretary of Labor for OSHA

SAFETY CORNER

Scotty MacNeill • *John.macneill@uwua.net*

Done Right, Job Briefings Prevent Accidents

A recent incident at one of our locals led the Safety Committee to review certain employer practices. After benchmarking best practices, policies and procedures to help safeguard members with Subject Matter Experts (SMEs) from around the country, we discovered there were a number of OSHA standards and industry practices that were not being followed by the utility.

Meters spinning vs. safety

In the company's desire to keep meters running to make money, we found our members were not being supervised correctly. They were being pushed to get jobs done quickly, rather than taking the time to do them safely.

UWUA safety representatives got involved in the Occupational Safety and Health Administration (OSHA) investigation and helped educate the inspector about our work and industry safety practices.

Most OSHA inspectors do not know the utility business. As a result, they rely on the company for information, which more times than not, blames workers for safety violations. The company may tell them, "We do everything right," and, "This was a willful act by an employee out there being a cowboy, breaking the rules." That may, or may not, be true. Our safety representatives hold everyone accountable.

Don't just fill out a piece of paper. Walk the job, look for the hazards, discuss what the hazards are and how to mitigate them. That needs to happen before the job starts.

Benchmarking procedures and safety

By working with the UWUA safety committee, employers can benchmark with other utility companies on work procedures and safety standards. Our safety representatives at the local, regional and national levels are networked to share their experiences and best practices nationally.

When there is an incident, one of the benefits of the National Safety Committee is to review the incident to see why it happened, make corrections wherever necessary, relay the information back to the local, and then share that information nationally to give everybody a better awareness of where safety gaps might exist.

One of the things we encourage our local safety committees to do is review their company's policies and procedures and compare them to OSHA standards to see if the employer is in compliance with them.

Through this process, we have discovered gaps and flaws in company safety systems. We then utilize our local committees to address these flaws and gaps and make changes to bring them into compliance with OSHA standards and align them with industry standards.

A common denominator in most of the incidents we have investigated as a committee is the lack of proper job briefings. Job briefings are required by OSHA to ensure workers review the work assignment and talk about the hazards of the job.

If the company sees a job briefing is filled out on paper or on the computer, that's all they want to see. This can lead to "penciling in" and sometimes complacency. Our union safety representatives focus on properly training members on how to correctly conduct a job briefing.

Don't just fill out a piece of paper. Walk the job, look for the hazards, discuss what the hazards are and how to mitigate them.

Five parts of job briefing

Before each job begins, five things have to be covered in a job briefing.*

In assigning an employee or a group of employees to perform a job, the employer shall provide the employee in charge of the job with all available information that relates to the determination of existing characteristics and conditions of electric lines and equipment that are related to the safety of the work to be performed.

Before work on or near the lines or equipment is started, the employer shall ensure that the employee in charge conducts a job briefing. The briefing shall cover at least the following subjects: hazards associated with the job, work procedures involved, special precautions, energy-source controls, and personal and protective equipment requirements.

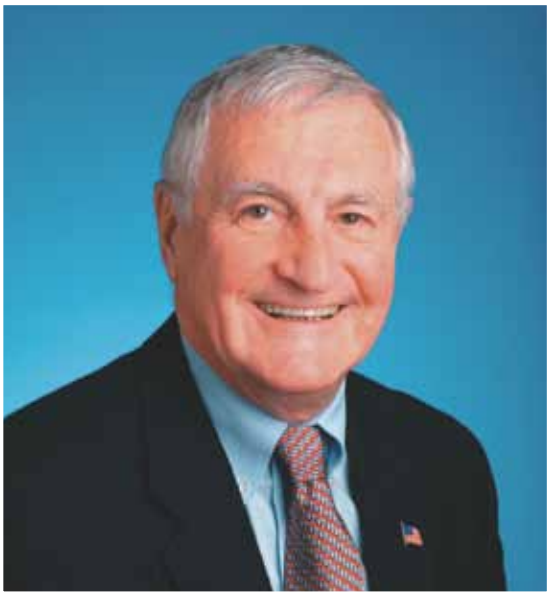
While prejob safety briefings are required in the power generation, transmission, and distribution industry and are foundational to achieving desired safety outcomes for employers regulated by this vertical standard, prejob safety briefings also have a critical safety application in other industries such as gas and water, as a best safety management practice.

The prejob safety briefing communicates specific risks to employees, ensuring that hazards are effectively recognized and controlled before the task begins. Any organization, regardless of industry, can benefit from adopting a prejob safety briefing process to measurably enhance worker safety engagement. When employees actively participate in the prejob safety briefing process, it's more likely that everyone on the job site will go home safely.

*OSHA job briefing standards for electric power generation, transmission, and distribution (1910.269)

The Passing of Former National President Donald Wightman

With great sadness we share news of former UWUA President Donald Wightman passing away on November 16. We offer our condolences to his family, friends and all who knew him.



Donald E. Wightman Sr.
1934 – 2021

"Don Wightman will be remembered as a tough negotiator, a tireless advocate of working-class families and as someone who truly understood the fights our members faced."

— Jim Slevin, President, UWUA

A true fighter

Upon learning of his death, President Jim Slevin said, "Don Wightman truly understood the fights our members and their families faced. He came from a working-class family in South Boston and started out in the conduit and cable division in the underground utility sector. He worked his way up through the union, leading Local 369 and eventually joined the National Union as vice president and president.

"Wightman lead the Utility Workers Union of America during a period of great upheaval across the industry, during deregulation. He was ahead of the curve anticipating the impacts of deregulation including how it would impact utilities, our members and how it would erode the value of union jobs. During this time and throughout his tenure as president he fought tenaciously for our members.

"Don Wightman will be remembered as a tough negotiator, a tireless advocate of working-class families and as someone who truly understood the fights our members faced," said Slevin.

Former President Wightman passed away peacefully, surrounded by his family.

He married Virginia, his wife of 65 years, on January 28, 1956 and settled in Hyde Park, MA. He began his career at Boston Edison in 1957 in the underground division. Wightman became a union steward in Local 369 and eventually was elected secretary treasurer where he served in that role for many years until he was elected Local 369 president in 1980.

A lifetime of service

Wightman went on to serve as the UWUA National Vice President from 1991 to 1995 and was elected national president in 1995, where he served until his retirement in 2006.

He served as principal negotiator in numerous collective bargaining agreements. He was a member of the Advisory Committee of the Mediation Research & Education Project at Northwestern University Law School and a member of the Labor Relations and Research Advisory Board at the University of Massachusetts in Amherst.

Wightman was a director and former chairman of the board of the Boston Edison Employees Credit Union and served as a labor representative to Jobs for Massachusetts, Inc. and served as a member of the Labor Advisory Board of American Income Life Insurance Company.

He was the recipient of the Chancellors Award from the University of Massachusetts, the Cushing-Gavin Award for excellence in Labor Relations and awarded the Gompers-Murray-Meany Award by the Massachusetts AFL-CIO in recognition of a lifetime of dedicated service in the labor movement.

Upon his retirement, Wightman volunteered on a full-time basis at the Shine Center in Walpole, where he helped countless seniors obtain benefits and medical assistance. He was a wonderful uncle and godfather to many nieces and nephews in the extended Wightman Family as well as friend to many more. His biggest loves were family and country.

WOMEN'S CAUCUS

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

Making Membership Meetings a Welcoming Place for All

As part of the recent Power for America conference, leaders from three locals joined me for a roundtable discussion on how we can all do a better job of fostering women leaders in our union. Juanita Ray, president of Local 223 in Michigan; Jean Washington, a Local 1-2 business agent; and Barbara Yatauro, president of Local 393 in New York, shared their journeys to leadership and advice on how to expand the role of women in the leadership of our locals and National union. One of the key takeaways was the need to change the atmosphere of local membership meetings to encourage more women to attend.

Barbara Yatauro

Jean Washington

"If we want more women to participate in the union, the first step is to get them to show up at meetings," Yatauro said. "We have to create a safe space for women so they will want to be at our meetings or events." The other panelists agreed. "Getting women in the door of these meetings, and having a safe space is really important for a lot of women because they don't want to come," Ray said, adding, "They'll only come if they feel the meetings are a place where they are wanted and that their voice and concerns will be heard."

Washington shared that the atmosphere at her local's membership meetings often gets rowdy, and women feel like they can't hear and so get turned off. "We all need to acknowledge that sometimes it's okay to sit and be quiet so we can all hear what's being said, what's being offered. And if you have something to say you go up to the mic and be heard, but let the women feel comfortable enough to come to this space, that everybody is concerned and everybody wants to know what's going on in their local." Yatauro agreed, "We need to show that the expectation is of mutual respect for everybody at the meeting." Washington urged all members to show some compassion, be kind, and give each other the opportunity to be vocal in our union.

In an unexpected twist, Yatauro said her local has seen women's participation in membership meetings increase during COVID, as the local switched from in-person to virtual meetings. "It's been a silver lining to have women who hadn't been attending in the past, who couldn't make it because they had to go home and care for their children and make dinner and get to scouts or a soccer team or whatever else they have." Yatauro hopes that by more fully adopting technologies like Zoom, it will become easier for more women to want to participate in other activities, as well.

For more information on the UWUA Women's Caucus, contact vking@uwua.net.

YOUNG WORKERS

Reggie Davis, *Chair, Young Workers' Initiative Committee*

Choose Union!

That was the message conveyed by a UWUA Young Workers Committee panel that gathered virtually for the P4A Training in Action conference. Committee members joined me and National Executive Vice President Patrick Dillon for a discussion about the choices they faced as high schoolers preparing for their futures. They hope that by sharing their experience they can help other young people facing similar decisions.

"What we hope to get across to young people out there deciding on career options is that while college is one path to take, it's not the only path. There are other options out there," Amber Lalaonde said to start the discussion. Her own journey to becoming a member of Michigan Local 104 started with trying out college before she ultimately landed her utility job. "I grew up in a union household. It was always 'You can go to college, or you can go to trades.' I wanted to originally go into nursing, and I switched to teaching, and then I just got an associate degree, walking away with pretty much a mortgage that I am still paying on."

California member Lita Jimenez of Local 132 echoed that experience: "I originally thought I wanted to go into law, so I got my paralegal degree, expecting to make so much money. While I didn't stay with it, I did land in my union job, and I'm making probably double now what I would have been making as a paralegal."

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

Veterans Committee Delivers for Own and Others

Over the past several months and following Veterans Day in November, committee members have been very active in their respective regions raising awareness on issues that acutely impact veterans including post-traumatic stress disorder (PTSD), homelessness, hunger and addiction. Committee members are particularly concerned about the impact of high suicide rates among veterans. At present, 22 veterans a day take their own lives. Bringing this number down is a top priority for committee members.

Veterans from across UWUA's five regions recently presented updates on how they're tackling these priorities at the Power for America Training in Action conference including – Local 1-2's Darryl Taylor (Region 1), Local 433's Craig Romanovich (Region 2), Local 18007's Don Iocco (Region 4) and Local 132's Tony Duran (Region 5).

Duran shared exciting news from Region 5 about how his local announced a new partnership with SoCal Gas and UWUA to launch an expansion of the UMAP program in early 2022. Veterans will be recruited directly from Camp Pendleton into the UMAP training program and will graduate with good-paying union jobs, great benefits, and promising futures. In Region 4, hundreds of veterans successfully graduated from the UMAP program and become loyal members of Local 18007. In Region 2, Romanovich spoke about how veterans can benefit from the camaraderie of being in a union and taking on leadership roles. In Region 1, Taylor touched on how his work as a veterans service officer (VSO) benefits UWUA members and other veterans in his area.

National Center for PTSD
POSTTRAUMATIC STRESS DISORDER
www.ptsd.va.gov

PTSD

To provide support to those impacted by PTSD, the Veterans Committee shared a video about PTSD and offered a free coping/tracking app developed by the Department of Veterans Affairs as a way of helping any member who wants to learn more about how to identify the signs of PTSD and/or try to better manage stress.

The video explains the difference between regular stress and PTSD and the four types of symptoms associated with PTSD: hyperarousal or sudden bursts of anger, the feeling of re-experiencing or reliving a traumatic event, feeling worse about yourself or the world and avoidance or staying away from situations that remind you of the traumatic event.

The PTSD Coach app — which is free in any smartphone app store — allows anyone dealing with severe stress or PTSD to manage their symptoms, track their progress, learn about PTSD, and get support on their phone. The manage symptoms section provides coping tools to use when you're feeling stressed or upset.

For more information on the UWUA Veterans Committee, contact Richard Passarelli, Director of Veterans Affairs and Workforce Development, at Rpassarelli@uwua.net. To learn more about PTSD or how to get help, visit www.ptsd.va.gov.

"I wish I knew more of that in high school, where I could have done something I liked," Local G-555 Steward Rick Higginbotham added. He, too, spent time and money pursuing college before he found his calling as a utility worker.

For these young members, a union job is about more than money. "The money is great, but the union has built a family for me," said Melissa Suarez, a member of Local 129. "I didn't have all of that stuff growing up. My mom worked, my stepdad worked, my dad worked, my stepmom worked. I didn't have a close family. Just having the union as a family, is really what keeps me here."

We encourage young people to do their homework: A union job is a viable option. You can learn a real-world skill and earn a substantial wage doing something you love and something that you can use.

If you know high schoolers planning for their futures, UWUA's Young Workers Committee wants them to know there are choices out there that provide good paying, union jobs. College isn't for everyone, especially straight out of high school. We encourage young people to do their homework: A union job is a viable option. You can learn a real-world skill and earn a substantial wage doing something you love and something that you can use. For more information, contact Reggie Davis at reggiedavis@uwua.net.

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UNION SPORTSMEN'S ALLIANCE

UTILITY WORKERS UNION OF AMERICA AFL-CIO

Meznarich Joins National Staff as Region III Rep.

Meet Frank Meznarich, the UWUA's new Region III national representative. With more than 40-plus years as a Local 270 member in Ohio, Frank is well equipped to handle the responsibilities that come with being a national representative.

Ten days after graduating Geneva High School in Geneva, Ohio in 1975, Frank entered the United States Marine Corps and earned an honorable discharge in 1979. He began his career as a member of Local 270 in June 1979 when he was hired by the Cleveland Electric Illuminating Company as a plant helper at the Ashtabula Plant. In 1985 he transferred into the overhead lines department. The membership at Local 270 consists of fossil generation, nuclear generation, electrical distribution, and water distribution.

UWUA President Jim Slevin and Secretary-Treasurer Michael Coleman recently visited Ohio Local G-555 to catch up on local issues and introduce Frank Meznarich, their new Region III National Representative. Left to right, Slevin, Coleman, G-555's Executive Secretary Paul Talboo, Executive Vice President Robyn Arbogast (who retired on Nov. 1), Representative Rick Higginbotham, and Meznarich.

Frank was elected to a number of positions at Local 270, and served as president for 11 years before joining the national staff. During that time he was also an at-large national executive board member.

A certified union trainer for overhead lines, a systems of safety trainer, and a member of the UWUA veterans committee, Frank brings a wealth of experience to his new position.

"I was brought up in a union household as my father was very active in Local 270," he says. When his father was asked why he was so active, he answered, "So my sons, my daughters, or my grandchildren, should they ever work here, have it better than I do."

"Another thing he preached that sticks with me to this day," Frank remembers, is, "If you know your contract, your safety rules, your work rules, you can't be intimidated, coerced, or taken advantage of."

He adds, "The single most important investment I have ever made is the dues I have paid over the years; there is no better investment out there. I look forward to working with everyone and continuing the fight."

Meet the New National E-Board Members

Thomas Martin

A 36-year member of Local 1-2 in New York, Martin worked as a distribution splicer and field engineer for Con Edison before joining the Local 1-2 staff as a business agent in 2018. He was elected to the local's executive board in 2012, and this year was named senior business agent. His goal as a UWUA executive board member is to ensure that all members get the best possible representation.

Martin and his wife live in Long Island, NY, have two grown children, and are now very proud grandparents.

Chris Ericksen

Ericksen is the newly elected president of Local 270, a Cleveland, OH, electric and water local representing members at First Energy, Energy Harbor, GenOn Energy and the City of Cleveland. Prior to his election as president, he served six years as Local 270 vice president and as a transmission lineman. As a National Representative, he wants to work on increasing member involvement in the union through greater participation in meetings and committees.

A native of Cleveland, Ericksen is a U.S. Navy veteran and member of the UWUA veterans committee.

Saluting Our UWUA Retirees

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

Local 1-2
Billy Bleichner

Local 104
Scott Wilhelm
Barbara Williamson

Local 105
Kirk Axford
Kirk Davert
Mark Morse

Local 126
Lawrence Burgoon
Eric Hengstenberger
David Hoff
Terry Jones
John Papp
Robert Sklodowski
Chuck Sopko
Gary Williams

Local 127
Kim L. Larson
Dennis D. Dufford
Michael M. Saul
Gregory D. Saul
James C. Schmidt
Donald G. Williams

Local 144
James H. Ahler, Jr.
Leanne C. Ahler

Local 150
Steven Anderson
Thoms Beilby Jr.
Dee Bigelow
Craig Bontrager
Thomas Chipper
Randall Doud
Judi Hanko
Michel Hanko
John T. Leblang
Rebecca Ripke
Michael Saenz
Steven Secondi
Christopher Stuut
Mary Waters

Local 164
Mary Hoza-Dorazio
James Knechtel
Charles Knupp
Beverly Nash
John Russell

Local 223
Brian Bersok

Local 223 cont'd
Michael Cooper
Thomas Dietlin
Joseph Hitchens
Carnish Hopkins
John Kopchak
Steven Laird
Chris Mauer
Keith Rumbaugh
Rex Semler
Gerald F. Sutter, Jr.
Timothy Thrun
David Ventimiglia
Steven Watkins
Mike Wiethoff
Derryl Windom

Local 254
Gwenn DeMaria
Randall P. Ralph
Martin J. Rentenback

Local 261
Dale Wiebenga

Local 270
John Blossom
Michael Gartman
Russell C. Harris
Jerry Lanham
Diane Slay
William Taft

Local 283
Gerhard Ossner
Ronald Soto

Local B310
David Brady
Dan Bridges
Donna Gomes
Ann Jaquez
Ed Remington

Local 347
Donald Morley

Local 365
Brian Smith

Local 369
Christine A. Abany
Francine Abbott
Robert E. Abbott
Gary R. Ackerman
Antoine Alexandre
Steven Ames
Antonio F. Barroso
William Beals

Local 369 cont'd
Anne Biggins
Mark E. Bishop
David Bjornson
Richard J. Boyle
Linda Borges
Keith D. Brazil
Michael D. Buckley
Linda Buivid
Maureen Carroll
Lawrence Cassidy
Francine Chancholo
Michael Coombes
Linda Coutinho
David Couto
John Crocker
Rick Cross
Stephen P. Daniel
Douglas A. Davis
Sumner Davis
Carlos Diaz
Tad Duarte
Michael E. Ellis
Anthony J. Fava
Marion Feeney
Diane Fenderson
Dennis Flanagan
Paula Fox
Earl Richard French
Matthew Gillespie
Franics Graham
Richard Grzela
Joseph A. Guilfoy
Francis X. Hartel
Mark Harris
Sheila Anne Harvey
Maura E. Hoey
Frederick Hogan
Stephen Hubacheck
Adam S. Jonas Sr.
Neville O. Jonas
Daniel Jones
Paul Kelly
Christine Kowal
Nancy Lobaton
James Latosek
James V. Long
Michael MacCarthy
Donna Machado
David Maxim
Clay Vernon Matthews
Louis Matthews
Paul McCabe
Michael McKenzie
Frank Mazzei
Carl Moniz
David Morrison
Bruce Morris
John Mullins

Local 369 cont'd
Christopher J. Murphy
Robert J. O'Donnell
Frederick Petrigno
Ronald Porreca
Arthur Rebello, Jr.
Donna Rennie
Lance S. Rensberger
Richard Reynolds
Robert Robbins
Mark Rogers
Richard A. Rose, Jr.
Stephen J. Rose
David Rousseau
John "Jack" Ronayne
Jude Saint-Gerard
Matthias J. Schneider
James T. Sciarappa
Aparna Shah
John J. Shaugnessy, Jr.
Clifford A. Silveira
Ralph Spano
Robert Spongberg
Matt Stukus
Christine Sullivan
Robert A. Sylvia
Arnold Tavares
John Tewksbury
Annette Thompson
Joseph Vitale
Frances C. Walsh
Rozita L. Waltower
Kenneth Wilson
John E. Whelan

Local 388
Mark Greenhalgh
Matthew Tufts
Steven Walker

Local 393
Dan Brett
Dave Considine
Michael DeLuca
Owen Fitzpatrick
Linda Fox
George Ghossn
Christopher Hunt
Todd Jensen
Terrance Kluber
Annetta Kramer
Gerald Loper
Frank McGann
Rich Neuman
Steve Petredis
Timothy Riley
Elizabeth Schatzger
Chris Tarzia
Rose Tullo

Local 393 cont'd
Milton Tyte
John Znaniecki

Local 423
Roland Hargrove
Joseph Kaiser

Local 426
Carl Grub

Local 430
Michael Casey
Dan Edwards
Rex Justice
Randall Lucas
Daniel Sands

Local 470-1
Thomas Murray

Local 483
Anita Alford-Hollis
Pat Bieniewski
Charles Covington
Brian Goodwritch
Richard Tieben
Ward Villamor
Jim Wiley
John Young

Local 542
A Dean Fry
LeeAnn Hemingway

Local 588
Mike Kodrich

Local 609
Russell D. Parsons
Roger P. Reder
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