



Our Mission

WHEREAS, Defending the fundamental dignity and labor rights of all workers is the key principle on which our union is based. Unions are the pathway for working people to create jobs with higher wages, have a voice and respect in the workplace, enjoy the benefits of quality healthcare, retirement security, and protect and build a stronger democracy; and

WHEREAS, During the recent COVID-19 pandemic, UWUA members braved the danger and provided safe and reliable electricity, gas, water, and public services showing the country what we already knew — that utility workers are the epitome of essential workers and deserve to be compensated and regarded as such. While others stayed home, utility workers kept utilities flowing to hospitals, public safety agencies, and the public; and

WHEREAS, Although the UWUA, its members, and working people throughout the country, continue to face unrelenting attacks on their rights and well-being. In the past few years, workers have decided to rise up, fight back and organize in a way that has not been seen in decades. The American people are overwhelmingly on the side of these workers and their unions because it is clear that unions lift workers into the middle class and provide a vital voice at work. The UWUA has seen a dramatic increase in the number of utility workers seeking to organize with our Union and the UWUA is meeting that challenge head on by winning union elections and bargaining great contracts for new members; and

WHEREAS, The UWUA's strength comes from our members. The more members we have, the more we can bargain for strong contracts, hold our employers accountable to those contracts, and push legislators to pursue policies that benefit working people. Higher union density gives us more bargaining power in a given sector or company; and

WHEREAS, Part of our mission, enshrined in the UWUA constitution, states: "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 those performing useful service to society"; and

WHEREAS, True solidarity requires reaching out to all members of the workforce and continuously fighting to create an equal opportunity for all. A diverse and inclusive labor movement is essential to connecting with and representing current workers and the workforce of the future. By creating greater inclusion in our own union, we are also impacting the diversification efforts of the workplace; and

WHEREAS, Growing our union and defending current members and retirees requires that we ensure that the transformation of the utility sector result in more — not fewer — union jobs. The electric utilities in which we work are increasingly dependent on natural gas, have undergone technological changes and have increased investment and deployment of clean energy. Mergers and acquisitions have become more frequent among publicly traded utilities. As a result of work we've been doing over the last decade, we are well positioned to secure current and future work in the water, gas, electric, and nuclear industries; and

WHEREAS, UWUA members require advanced training for the complex jobs for which we are responsible. The UWUA provides our members with information, resources, and training opportunities that enhances their knowledge of the industry and their ability to perform their jobs effectively and safely in the quickly evolving utility sector and the global marketplace.

THEREFORE, BE IT RESOLVED, The Delegates of UWUA's 32nd Constitutional Convention are committed to building our union's power and to extending our union's reach. The UWUA will continue to work to raise standards for our members and all workers by supporting changes to public policy that provide for protections and expansions of worker rights. Our union will vigorously oppose the spread of right-to-work (for less) legislation and will work to defeat any politician who endorses such legislation; and

BE IT FURTHER RESOLVED, The UWUA is committed to developing and implementing regulatory, legislative and internal union strategies that promote core union goals, including job safety, job preservation, new organizing, and blocking the contracting out of UWUA work. To achieve these objectives, we will work with community, labor, consumer, environmental, and industry groups whenever possible to advance our common goals. We will identify, develop, and maintain good relationships with allies that support workers and in the communities in which they live; and

BE IT FURTHER RESOLVED, The UWUA has embraced the demographic shifts in the utility industry and in our union by strengthening our Human Rights Committee and by creating the Young Workers Initiative Committee and Women's Caucus, as well as by promoting younger and more diverse members to leadership positions within our union. We are committed to expanding our committees on the national and local levels; and

BE IT FURTHER RESOLVED, Organizing the unorganized is a top priority at every level of the UWUA. The national union and affiliated locals commit to continuing the work of growing our union in our traditional and emerging utility sectors to build greater bargaining power. We will strategically target employers where we have an existing bargaining relationship to organize non-union titles, bring new members into the ranks of the UWUA through organizing campaigns, neutrality/card check agreements, internal organizing drives, and other innovative campaign strategies to increase our bargaining power for existing members and raise the standards for all workers; and

BE IT FURTHER RESOLVED, The UWUA created the Power for America Training Trust (P4A) to ensure that our members are the safest, most highly trained workers in the industry and to provide the skills needed in new and emerging renewable energy jobs. We are committed to expanding the number of members we train as well as the scope of the training we provide. We will also utilize P4A training and apprentice programs to reach out to the next generation of utility workers and to further diversify our union; and

BE IT FINALLY RESOLVED, Because utility workers are essential by industry and work in manner that is exceptional by choice, the UWUA, UWUA affiliates and our members must embrace our differences, leverage our collective strength, and determine our future together.