

ACTION ALERT



UWUA NEWS FOR FIRSTENERGY WORKERS

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UWUA Locals Adopt 'Resolution of Solidarity' at FirstEnergy

The executive boards at every UWUA local union at FirstEnergy have unanimously adopted a "Resolution of Solidarity" committing to a coordinated bargaining and grassroots mobilization strategy to end unfair management attacks on union workers and our families.

The resolution lays the groundwork for a campaign uniting all 3,700 UWUA members working for FirstEnergy across a five-state region – in Ohio, Pennsylvania, Maryland, Virginia, and West Virginia – into a powerful force to confront unbridled management greed.

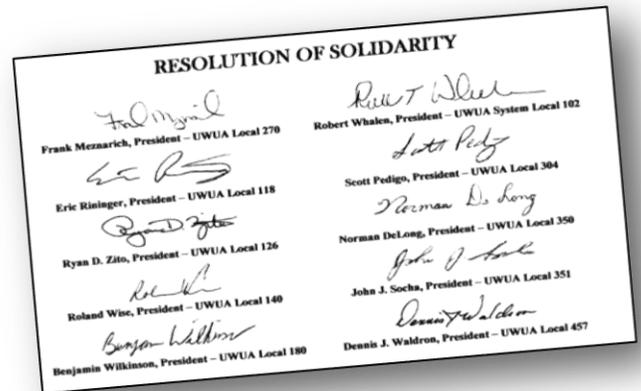
FirstEnergy's assault on union workers – directed by top corporate management – continue without regard to employees or the communities we serve. Management's attacks have ranged from recent, drastic cuts in employee benefits imposed by the company at many locations; illegal takeaways forced on workers during negotiations for a first union contract at Harrison Power Station in West Virginia; and a vicious anti-union campaign waged by management in a UWUA organizing drive for professional engineers at the Perry Nuclear Station in Ohio.

In response, UWUA local unions have adopted a united strategy to challenge FirstEnergy's unfair conduct and to make new gains for workers. At a meeting in Pittsburgh on February 13, local union leaders adopted a resolution pledging "to bargain on a coordinated basis, and to engage in any and all forms of legal and protected job actions and free speech activities" in order to defend and advance our union contracts.

Under the resolution, UWUA locals will coordinate negotiations to prevent company attempts to "whipsaw" individual local unions into substandard contracts. Local union leaders have adopted a core set of bargaining objectives, and management will face a single lead negotiator appointed by the UWUA National Union to head up negotiations at every location.

Already, UWUA members have taken concrete action to implement the unity pledge by distributing campaign leaflets blowing the whistle on management's union-busting tactics at Harrison and Perry, and by other workplace actions.

We will keep all UWUA members engaged and informed about upcoming campaign activities through periodic *Action Alerts* distributed at every FirstEnergy location organized by UWUA.



NLRB Seeks Huge Backpay at Harrison

The National Labor Relations Board has issued a complaint charging FirstEnergy with massive unfair labor practices at the Harrison Power Station near Shinnston, W. Va. The complaint charges FirstEnergy with illegally slashing pay and benefits for Harrison workers, who have been battling for a first union contract after voting for UWUA representation in October 2010.

The NLRB issued the complaint based on charges filed by the UWUA soon after management announced unilateral cuts for Harrison workers in January 2012, including reductions in healthcare, disability, retiree health, and other employee benefits, as well as cuts in annual general wage increases and elimination of employee bonuses.

The complaint charges that management imposed these cuts without bargaining with the UWUA, and also that FirstEnergy maintained illegal work rules, withheld bargaining information from the union, and committed other unfair labor practices.

Based upon the complaint, the NLRB will seek an order forcing the company to reinstate the wages and benefits illegally cut by management and to pay full backpay to Harrison workers. The UWUA estimates that FirstEnergy owes workers at Harrison more than \$1.0 million because of the illegal conduct.

The NLRB has not yet conducted a hearing on the complaint. We will keep all UWUA members at FirstEnergy posted.