

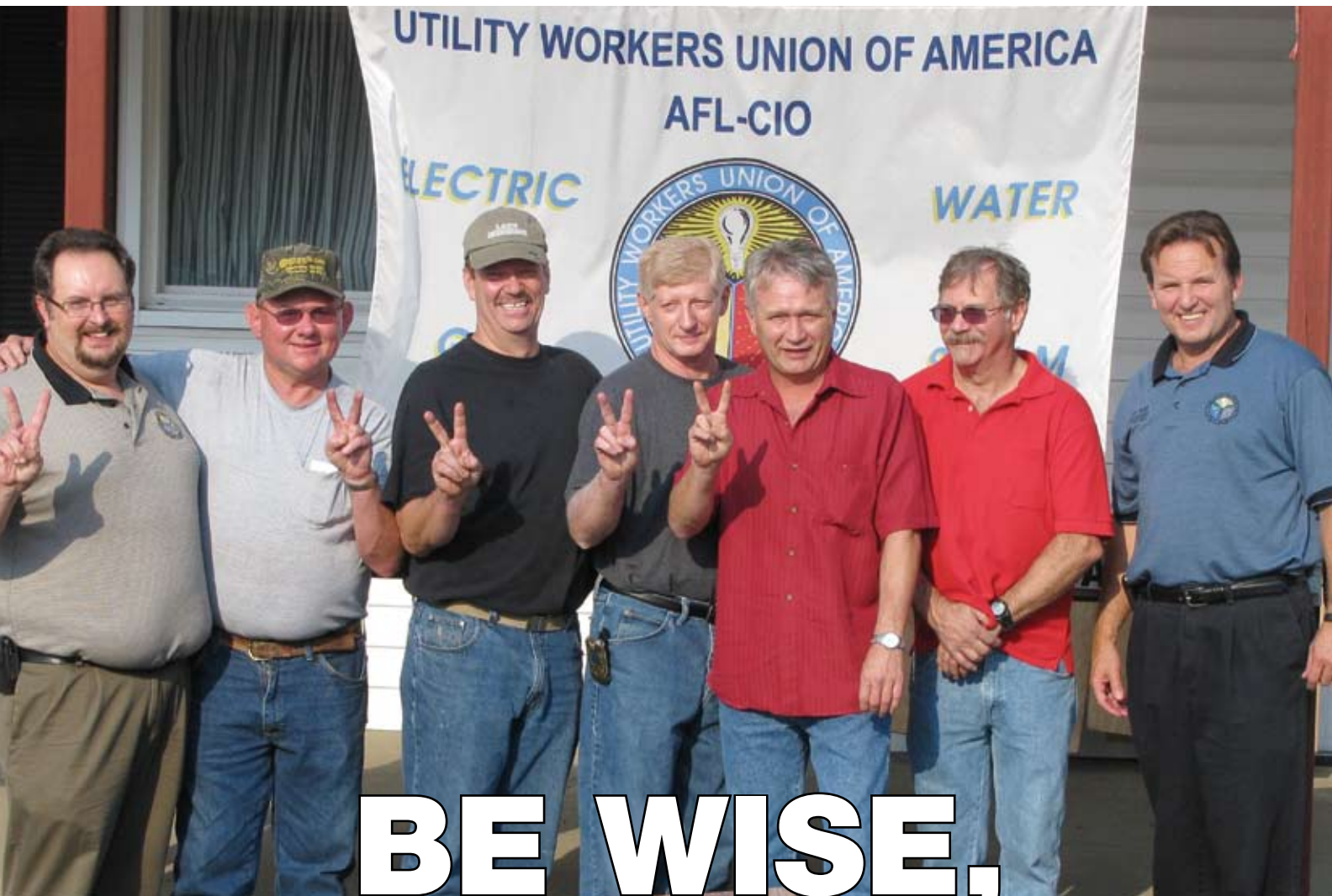
# THE UTILITY WORKER



UTILITY WORKERS UNION OF AMERICA, AFL-CIO

VOLUME LV, NO.4

October/November/December 2010



## BE WISE, ORGANIZE!

**More Workers Choose Union for Strength in Hard Times**

See Special Section

# THE UTILITY WORKER

UTILITY WORKERS UNION OF AMERICA, AFL-CIO



VOLUME LV NO. 4  
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#### ON THE COVER



Harrison Power workers  
celebrate victory

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# We're Growing as a Union

*D. Michael Langford*

**T**his was a momentous year for the UWUA. Our organizing, bargaining and political victories are mounting up. And the timing couldn't be better.

The 2010 election results will bring great pain to American workers, our families, and our country. Make no mistake about it. The right wing of the Republican Party now controls the House of Representatives and a number of important state legislatures where many of the decisions about our regulated industries, and our work lives, are made.

## The Road Ahead

We will have to maneuver through a minefield laid by politicians and their appointed regulators who are interested in one thing and one thing only, increasing the profits of their paymasters — the multinational corporations that now control much of our government and our country.

In order for them to make more money, they need more power. And the only thing standing between them and the power they seek are organized workers and their unions.

I know this may sound harsh, but it's true. The more business weakens unions, the more power they wield and the more money they can make. I don't mean money for shareholders who are invested through their pensions, IRAs and the like. I mean money for high-paid executives and the richest one percent of the population who now control more and more of our nation's wealth.

They have no allegiance to our nation and our people. They worship money.

Fortunately, our 2010 election mobilization and the work we have done to activate our members over the last few years has provided a solid foundation for us to confront and make the most out of what lies ahead.

Our members, stewards, activists, and national staff mobilized in an unprecedented effort to get-out-the-vote for pro-working family candidates. More members volunteered to phone bank, to handbill, to go door-to-door and to register new voters than ever before.



**“We will call, write, email, text, rally, demonstrate and protest. In short, do whatever it takes to protect our jobs, our families and our way of life.”**

## Prepared to Fight

Now we are prepared to turn up the heat on the issues that matter most to working families — jobs, health care, Social Security, unemployment insurance, and wage and hour laws.

Our activism has prepared us for a comprehensive, coordinated effort to make our voices heard. We will call, write, email, text, rally, demonstrate and protest. In short, do whatever it takes to protect our jobs, our families and our way of life.

We are building our communications capacity to activate members around our issues. We've recently added more than 13,000 member emails to our e-activist list and set up an alert system for them to take

Continued on page 4



immediate action to impact politicians and employers.

If some corporate bought-and-paid for politicians try to block unemployment benefits, they are going to hear from us! If there is a bill to repeal minimum wage or privatize Social Security, we are going to rock the walls of the Capitol. When one of our employers acts unfairly, we'll be ready to respond.

We are taking on corporate greed by giving our members, officers and staff the tools they need to be successful at the local, national and international levels.



**“We will continue to negotiate good contracts and organize new members, make coal viable and nuclear power a real alternative, and train the next generation of utility workers.”**

## Power to Deliver

Covanta, DTE, American Water, Vectren, Lakeland, Allegheny, these are just some of our employers who recently experienced the power of our union to deliver for our members.

We will continue to negotiate good contracts and organize new members, make coal viable and nuclear power a real alternative, and train the next generation of utility workers.

We are better prepared now than ever before to protect who we are and what we are: the most productive, safest and highest skilled utility workers in the world.

And with our Young Workers Initiative, we are activating younger members and training future leaders who will carry on the fight for worker rights.

As we prepare to welcome the New Year, let's rededicate ourselves to do what's right for our union brothers and sisters, our collective families, and our nation. For inspiration, on Monday, January 17, take time to remember Dr. Martin Luther King, Jr., who led the struggle for human rights and economic justice, the cornerstones of the American labor movement.

It was the marriage of the civil rights movement and the labor movement that brought Dr. King to Memphis, Tennessee in 1968 in support of sanitation workers who were fighting for a union. Dr. King showed us how to stand up, organize and win! He did it all peacefully, through passive resistance. And he made the ultimate sacrifice.

## Organized to Win

This issue of *The Utility Worker* focuses on some of our recent organizing victories. The special section honors the sacrifices our newest members made in order to gain union representation. On behalf of the entire UWUA membership, I would like to recognize, in particular, Dave Poling from the newly orga-

nized Allegheny Energy Harrison Power Plant. Dave was the hardest working member of the Organizing Committee there. He even postponed his retirement until we had a win in this union election.

Dave personifies what this union is all about — courage, strength, selflessness, and the unstoppable desire to win! Here's what he had to say when asked what he hoped to achieve by joining the UWUA, and what he would tell other utility workers who are not organized why they should join the union: “This company is run by people that, in my opinion, care only about what they can get and not about the employees. So I wanted a say in my future. I wanted a voice in working conditions, with safety a major issue. Also, I wanted to know that if a problem exists between an employee and the company, then the employee has something (the union) behind them to stand up for their rights.

“Before this organizing drive you were out the door at the company's discretion. It was said at a benefits meeting held at the plant earlier this year that if Allegheny decides to change any benefits, that you would get a letter in writing before it happened. Isn't that nice of them! Now it's all spelled out and negotiated and most importantly, binding!

“Not being unionized is like playing Russian roulette. Maybe you have a good or even great relationship with your boss and think that nothing will happen to your working conditions. What you don't realize is the decisions that affect you and your boss are made at a higher level in the company, by people that seem to care only about what they can get. Those same people can come down and be nice and tell you everything will be fine. But ask them to put it in writing. They won't.

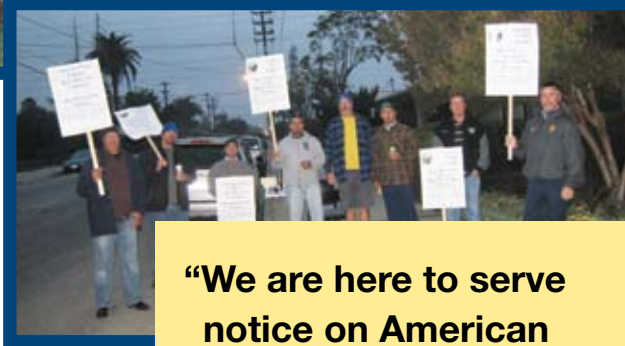
“Being a part of any union, but especially one affiliated with the AFL-CIO, spells everything out in writing. You know what your wages are, what all your benefits are, and you have representation if problems occur. We carry insurance for everything we own. We have life insurance, car insurance, health insurance, homeowner's or renter's insurance, insurance on ATV's, boats, jewelry, pets, etc. Why does it not make sense to have insurance on the job that allows us to have all those things?”

Truer words were never spoken.

On behalf of the National Officers and Executive Board Members, I wish you a happy, healthy New Year!

# American Water Workers Take Coordinated Action In 7 States

**Members mobilize, build coalitions to defend worker and consumer interests**



**A**merican Water has long been a hostile employer.

In every negotiation at the local level, American Water demands major concessions, such as the unlimited right to subcontract work, consolidation of jobs, and elimination of overtime premiums. As a result, UWUA American Water members currently have several open contracts in Pennsylvania, New Jersey, Missouri, and (until recently) Pensacola, Florida.

## Fighting Cuts

At the national level, American Water seeks steep concessions in the National Benefits Agreement, including a 52% increase in employee health premiums for family coverage, and elimination of its contribution to retiree health insurance coverage for new hires.

The company seeks these concessions despite record profits and exorbitant compensation packages to top executives. For the first nine months of this year, American Water boasted \$228 million in net profits on \$2 billion in total revenues. Net profits for the third quarter were up 35% over last year.

Meanwhile, the company's board of directors has bestowed huge executive pay

**"We are here to serve notice on American Water that its unfair bargaining conduct and its demands for huge takeaways from the employees who work hard every day to keep water flowing to customers' homes and businesses are unacceptable."**

— Shawn Garvey, UWUA National Representative

packages on top executives. During 2009, the board awarded nearly \$7.5 million in total pay to only five top bosses, including \$2.4 million to former CEO Don Correll.

UWUA and its members are standing up to the company's intransigence because of management's refusal to be fair to the workers and consumers who make the company profitable.

UWUA members are leading a growing coalition fighting to change American Water's corporate behavior. By participating in worksite demonstrations, pickets at company headquarters, and leafleting where executives live, members and their allies are drawing public attention to the company's unfair treatment of workers and consumers.

## Making the Company a Responsible Employer

"We have dealt successfully with such hostile companies before, Covanta being the most recent," says UWUA President Mike Langford. "We have the time, commitment and resources to help make American Water a responsible employer and do what's right for its employees and customers. Union workers at American Water care deeply about the customers and communities they serve."

The unions involved in national benefits negotiations passed a strike vote in

Continued on page 20



# UWUA Joins AFL-CIO Campaign to Get Out the Vote in 2010 Elections

## Members set record in volunteer efforts to elect worker-friendly candidates

Utility workers across the country spoke at the polls like never before. This fall, UWUA joined with AFL-CIO's political program, committing the largest number of member volunteers in its history to get out the vote in the 2010 national elections.

Nationally, some 200,000 union volunteers knocked on 8.5 million doors and:

- Distributed 19.4 million fliers while talking with workers one on one at their work sites.
- Made millions of phone calls.
- Sent 24.6 million pieces of mail.

This also included showing support at rallies, such as the One Nation Rally on Oct. 2 in Washington DC, numerous labor walks in various states, knocking on doors, phone banking, doing radio spots, commercials, tirelessly driving thousands of miles, everything in their capacity to elect worker-friendly candidates who will stand with working families.

Union members nationwide, made the difference in key races, overall voting for working family endorsed House candidates 64 percent to 36 percent and for working family-endorsed Senate candidates 62 percent to 38 percent. The following is a roundup of UWUA's election efforts throughout the regions.



The hard work of Local 369's COPE Committee recently paid off in the 10th Congressional District in Massachusetts, securing a win for Congressman Bill Keating. From left to right, are Bob Schilling, Mark Flaherty (Plymouth Bristol Labor Council), Congressman Bill Keating, Jim Pinkham, Dan Leary, Terry Foley and Paul Doyle.

### Region I

Out in Suffolk County, NY, "our members did a lot of phone-banking, mailings, a labor walk in late October," says UWUA Region 1 Representative Shawn Garvey. The labor walk included support from UWUA Local 355 retiree Sal Giordanno. At press time, the key Congressional race had yet to be decided as absentee ballots were still being counted with Democrat Tim Bishop holding on to a slim lead.

In Massachusetts, "Local 369's COPE director, Dan Leary, did a tremendous job of getting members to participate in phone banking, walks, rallies. There were several rotating full time volunteers, including election committee chairman Paul Doyle, member Bob Schilling and executive board member

Michael Spirito," says Jack Holland Jr., national director, Region I. Local 369 also got out the vote in Norfolk County to help District Attorney Michael Morrissey win the Senate seat, Steve Grossman win state treasurer, and also reached out to New Hampshire to help re-elect Governor John Lynch.

### Regions II & III

Pennsylvania lived up to its reputation as a battleground state in national elections. UWUA's Region II Senior National Representative Jim Lewis figured prominently in the first commercial for Dan Connolly for Congress. "This...marked our highest volunteer participation so far including a massive turnout in Southeastern Pennsylvania where the two labor walks in Bucks and

Philadelphia fielded close to half of all workers in the state," says Lewis. Union supported winning candidates include Mark Critz and Jason Altmir, both for House of Representatives.

Members of Local 433 sent up a hearty welcome to UWUA President Mike Langford while he was in PA at the Alcosan plant in Pittsburgh. He later phone banked, made an appearance on the "Union Edge" Talk Radio Show, and met with candidates.

And in Philadelphia, Local 686 President Keith Holmes mustered forces to handbill at worksites, walk door-to-door and phone bank for Rep. Patrick Murphy, a former West Point professor and Iraq war veteran, in his unsuccessful bid for re-election, and Rep. Joe Sestak, a three-star Admiral, in his bid for a U.S. Senate seat, which fell short.

### Region IV

In Illinois, UWUA voting strength led to victory for Governor Pat Quinn.

"Local 18007 worked diligently on both Quinn and Democratic Senator candidate Alexi Julius' campaigns. Luis Gutierrez retained his Congressional title, along with Janet Schokowsky," says Jim Gennett, national representative, Region IV.

Local 223 led the effort in Michigan. "On the state level things were dismal," admits Jim Harrison, Local 223's

# One Nation Rally



**“I didn’t realize before how important unions are, the great avenue we have to reach our members, meet the public... It was a great experience.”**

— Belén Leticia Smith, Local 132



president. “On the flip side, we fared better on the federal level, chalking up victories for Congressman Gary Peters, which was a close race, and Congressman John Dingle, who was re-elected. He is the longest serving Congressman in the House of Representatives, a young buck back in the days of the Eisenhower administration,” laughs Harrison.

Michigan members persevered, despite losses. “We made more than 10,000 phone calls during the final three weeks, two nights a week, rotating about 20 volunteers. We focused on all UWUA members in Michigan. We had two retirees on loan from Local 223, Richard Turner and Jack Jaskowski, who coordinated all locals in Macomb County. President Langford also attended a walk there. “We did more than we’ve ever done and now we’re a little bit better at it,” says Harrison proudly.

## Region V

“This is the first time in Local 132’s history that we released five full-timers for a California election,” says Jerry Acosta, senior Region V representative. “One

of our own was running in San Bernardino, Carl Wood for State Assembly, so we decided to pick five people in that area to work with Central River Council (CRC).”

Belén Leticia Smith, a veteran 27-year admin clerk at Southern California Gas Company and shop steward at Local 132, was nominated by several members to be a full-time election volunteer, paid her regular union rate. “I’ve never done anything like this before,” says Smith, who ran a good 2,000 miles on her car during the campaign period between Sept. 20 and Nov. 2. Smith liked Wood’s message, which spoke out against the pending implementation of ‘smart readers’ at the company, which could affect thousands of jobs. “Smart readers can’t smell gas. People need to be educated.” She felt his message was one to get behind. “I didn’t realize before how important unions are, the great avenue we have to reach our members, meet the public, to speak with Democrats and Republicans, union and non-union workers as well.” Despite Wood’s loss,

Smith says of Local 132, “they are my family. We’re all in it together. It was a great experience.”

Kelley Lacey, a customer service rep at SoCal Gas for nine years and also a shop steward at Local 132, worked alongside Smith as a full-time volunteer at CRC and later for Wood’s campaign. “I live in one of Wood’s territories, Yucaipa, CA, and I’m also a Republican, so they asked me to do a quick 60-second voice spot on the local radio.” Says Lacey of working with the others including Smith, “We had a good rapport with each other and confidence in Carl, wanted to help in any way we could. I was honored.”

In addition, 30 additional retirees and active members were released from Local 132 for up to a month to volunteer in California, with pay. “Our primary focus was on Jerry Brown for governor, who won,” says Acosta happily. “He successfully ran against Meg Whitman, who spent \$150 million on her own campaign. Union supporter, Senator Barbara Boxer, also won.”



# Region 1 Conference

Hyannis, MA



UWUA Region 1 members traveled to Hyannis, MA September 22-24 to attend the annual training conference. These conferences have become an important part of the union's work as it brings officers, members and staff together to compare notes, share stories and build union power.

The knowledge gained and the contacts made at these regional meetings are resulting in better representation and stronger contracts for UWUA members.

Region 1 training focused on:

**Arbitration from A – Z** — how to prepare, present and win arbitrations.

**Healthcare reform** — how the Patient Protection and Affordable Care Act will affect utility workers. Among the improvements:

- No insurer can deny coverage to people for any reason, including pre-existing conditions, nor can they charge higher premiums based on health status and gender;
- There will be no annual or lifetime limits for essential benefits;
- Dependent youth up to age 26 will be covered starting January 1, 2011.







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# BE WISE, ORGANIZE!

**Special  
Section**

## “Organize 2 Survive!”

**Allegheny Energy Harrison Power Workers Join UWUA**

“**T**hey said we would never go union, that we might as well give up,” recalls Dennis Mills, a coal handler at Allegheny Energy’s Harrison Power Plant for the past 16 years.

On September 23, the 180 West Virginia workers proved the company wrong. They voted ‘Yes’ for the UWUA and they are now members in the newly chartered Local 304, a reference to the state’s area code. UWUA also represents more than 1,200 workers at the company’s Hatfield’s Ferry plant in Greene County, its Mitchell power station near New Eagle and other locations in PA, MD and WV.

### ‘I know what a difference a union makes’

“I was in the United Mine Workers’ union for 18 years beforehand, and I know what a difference a union makes,” explains Mills, who was on the organizing committee at Harrison Power. “Up until now, the company succeeded in keeping people divided, departments were pitted against each other.”

Scott Pedigo, a Bulk Materials SO2 in the scrubber department for more than 15 years, explains, “We lost twice before because Allegheny had been successful in their anti-union campaign; they confused a lot of people.”

“Our motto has always been, ‘don’t lose faith, don’t lose hope.’ And as they

say, third time’s a charm,” says Pedigo, who was also on the organizing committee.

When the votes were tallied, “I was ecstatic,” says Mills, whose goal now is “to keep what we’ve got and put it in writing. Also, one of the things I want to work on is our house-keeping. The conditions are really bad — there’s dust accumulation, spillage issues, that need to be improved.”

### Delaying Retirement To Vote Union

Dave Poling, an OpTech 4 in Equipment Services, worked at Allegheny for more than 32 years. “Over the years



**“They said we would never go union,” but workers at Allegheny Energy’s Harrison Power Plant in West Virginia voted UWUA ‘Yes!’**

management changed, the electric business got deregulated, everything became about profit,” explains Poling. “The company almost went bankrupt under the former CEO, Al Noia, who retired with a \$66k a month pension.”

After initially planning to retire Sept. 1, 2010, Poling stayed on the job an extra month so he could be included in the vote. “I was thrilled,” he says.

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# BE WISE, ORGANIZE

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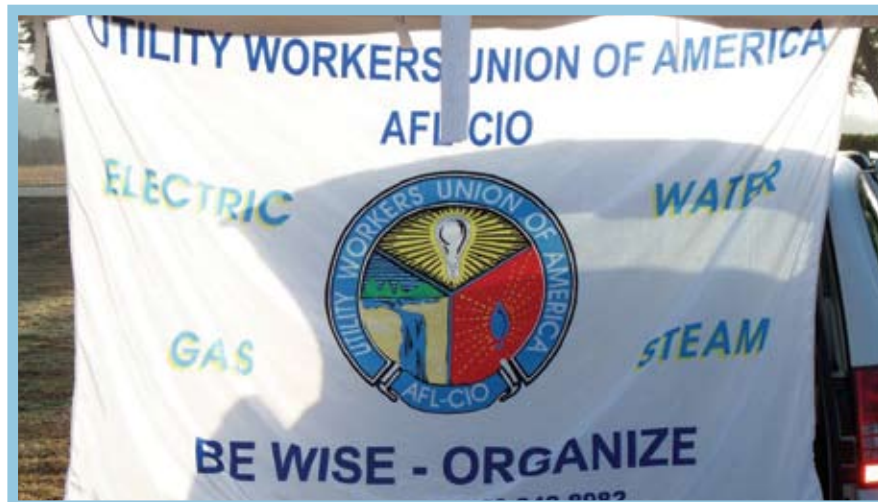
“Central to the victory was the internal organizing committee that remained committed and worked vigorously to get their co-workers to vote ‘Yes’ to join the UWUA,” says UWUA Organizing Director Bob Houser.

## At-will Employees Have No Rights

The impetus for the victory? Houser, Organizer Larry Kelley and the rest of the organizing team took note of the fact that Allegheny was in the process of merging with FirstEnergy, “an employer that UWUA has a good working relationship with,” says Houser.

pleted in 2011, so we saw a need to get the vote done, help them get union representation before the merger was completed.”

Over the past seven years, it has been quite an uphill battle to organize the plant. “They’ve spent a lot of rate payer money to fight the employees getting an equal say in the workplace,” says Cossell. “We don’t feel that’s in the rate payers’ best interest or in the company’s best interest. These guys have worked hard; the United Mine Workers have helped us out, throughout this campaign, donating space and time and the assistance they could give



“People are at-will employees without a union on the property,” explains Richard Cossell, a national organizer for the UWUA who was a member for 20 years. “An at-will employee doesn’t have a seat at the table, and without a seat at the table, they don’t get a chance to see that their interests are met during the course of the merger.”

“We adopted an ‘Organize 2 Survive’ slogan,” explains Kelley, which rang true with members in light of the huge merger. “We reiterated the point of new employees for a new employer. The merger is expected to be com-

us. It’s a good feeling helping them get the union membership they wanted.”

Robert Fronek, the new senior national representative who knows FirstEnergy very well, says, “Kelley called me, and I made a trip down there to talk to the membership, a week before the vote, answered questions they had. We were very successful there.”

“Now with union representation, we have a stronger voice,” continues Pedigo. “It makes me feel a lot more secure to be a part of UWUA. We want to get that first contract in writing, it’s something we’ve never had.”



Harrison Power picnic.



Preparing for union vote.



Harrison officer election day.



Local 304 officer election.



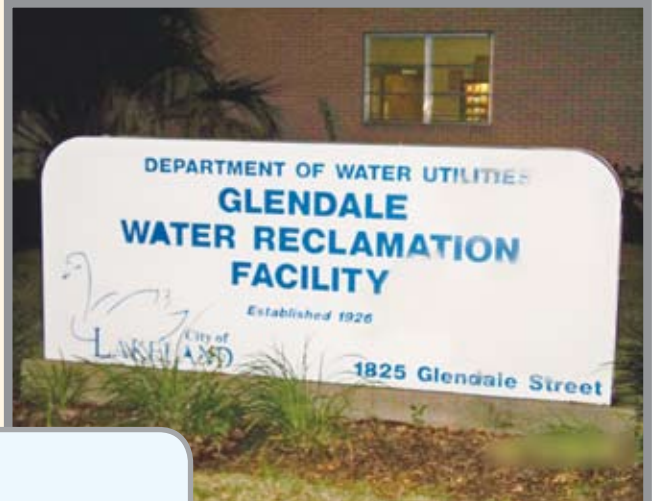
Harrison officer & steward installation.

**For more information about joining the Utility Workers Union of America, call 888-843-8982, or visit [www.uwua.net](http://www.uwua.net).**



# Lakeland Water Workers Vote UWUA, Yes!

Join Electrical Workers in Gaining a Voice at Work



City water and wastewater workers in Lakeland, Florida voted to join UWUA Local 604 on Oct. 13, by an overwhelming majority of 92-30. The 130 municipal water workers join 330 members at Lakeland Electric who chose the union as their representative three years ago and formed Local 604.

## Time to Unionize

“Management said they had no money, health insurance kept going up 10% a year,” says David Faulkner, a meter repair technician who has been there for 12 years and was on the organizing committee. “They were following the current trend of a lot of private employers, getting people to do a lot more work for a lot less money. We needed to put control of our lives into our own hands.”

“We were tired of the way we were treated. Everyone wants a better life and we’ve seen what Local 604 got

**“This Lakeland victory confirms what we have felt is true: workers in Florida and in other so-called right to work states know the power that organizing brings and that they are ready to do so now.”**

– UWUA President Mike Langford

in their contract when they were told there was nothing for anybody,” says John Caston, a wastewater plant operator who has worked for the city of Lakeland for 10 years and was also on the organizing committee team. “These days you have to have a union represent you.”

## One Victory Leads to Another

“In 2005, Lakeland Water invited

in the UWUA in an effort to unionize, and over the course of six months, we began organizing both water and electric groups,” explains UWUA organizer Bernie LaBelle. “Then in 2007, Lakeland Electric successfully voted first to join with Utility Workers, forming Local 604. Lakeland Water was impressed with what we negotiated for the electrical workers. Then they started to organize again and now they’re with the UWUA,” says LaBelle.

## Union Power!

“We welcome our newest members in Lakeland and look forward to working with them to get the wages, benefits, and working conditions that they deserve,” says UWUA President Mike Langford. “This Lakeland victory confirms what we have felt is true: workers in Florida and in other so-called right to work states know the power that organizing brings and that they are ready to do so now.”

## **Why did you choose the UWUA as your union representative? Why should other utility workers join the UWUA?**

**Scott Pedigo**

Harrison Power Plant  
President, Local 304

*The security of having a union contract that defines and guarantees in writing our wages, benefits and working conditions was an overwhelming factor in our decision to have union representation. The union gives us a voice and a legal avenue to achieve security for our families' future. The financial condition of our parent company and the impending merger with another electric utility were also major factors in our decision.*

*Wages, benefits and working conditions can negatively change with the stroke of a pen, at moment's notice, without union representation. The UWUA never gave up on us and they will be there for you when you need them, too.*

**Scot Durocher**

Meter Repairman II  
Organizing Committee  
Lakeland Water

*There were a lot of changes fixing to take place at Lakeland, changes in our retirement pension, the continuous rising cost of health insurance.*

*Before joining UWUA, if there was a grievance, city employees had to go through civil services, who claim to be for the employees, but people have found that they're not there for them. Whether it was about treatment by a supervisor, hours' pay, discipline, people had no say, regardless of whether the city was right or wrong, there was never any recourse to make things right. Now that Lakeland is unionized, the morale of employees is somewhat turning around. What it boils down to is people wanting a voice. Now they have hope, a voice, and feel they have a say in what goes on as we prepare to negotiate our first contract.*

*For those city employees who are not yet in a union, I'd ask, "How do you feel the city is treating you? Do you feel you are being treated fairly?" If you have the backing of a union, you won't be alone. You'll have a binding contract and equal and fair treatment during a grievance, with a third party, who will resolve the situation.*

**Joe Pellegrin**

Harrison Power Plant  
Recording Secretary, Local 304

*Our company is going through a merger and we felt the UWUA could help us bring all the West Virginia power stations together into one powerful voice. We felt there was a need to protect our jobs and benefits. The more of us in UWUA, the more powerful our voice will be.*





**Don Ganoe**

Harrison Power Plant  
Secretary-Treasurer, Local 304

*I chose to join UWUA for job and benefit protection. With our company merging, who knows what would happen. UWUA really cares about the working man. With companies downsizing and cutting back, every worker needs protection to make sure working conditions are safe. Seniority doesn't mean a thing to non-union companies. They continue to take larger pieces of the pie from employees and with a union in place, that will not happen. Unions are needed to get America back on track. I highly recommend UWUA.*



**Rusty Randolph**

Harrison Power Plant  
Vice President, Local 304

*We joined UWUA to have a voice and stability in the workplace. We joined to have the help we need to try to correct the wrongs that happen on occasion.*

*The UWUA representatives have gone out of their way to help us out with our union drives and to answer our questions, and for the first time in the history of our plant, working men and women now have the support of a union.*

*We are glad to have the UWUA to help be a voice and an encouragement in these troubling times.*

**Jeff A. Gregory**

Project Program Analyst  
San Onofre Nuclear Station, Local 246

*Originally being in a non-represented, white collar group, we saw how things were different, particularly in treatment of personnel. We would bring up issues to management and just wouldn't get the response, our words weren't taken as seriously. Now with representation, people jump right on it. Also, we were tired of not being compensated for what we're worth. Our supervisor wanted to split a \$1.50 raise between six people. Now, we have the same benefits, but a whole lot cheaper. My costs went down dramatically. I was paying \$300+ per month, it went down to \$32 a month. That's a pay raise in itself.*

*There's a negative connotation about what a union can and can't do. I was one of those individuals that felt that way before. If I hadn't taken the opportunity to talk to the stewards, the business manager, Dan Dominguez, I don't know what I'd do. We are inspired by them, they motivate us, they take initiative to get things done.*



**Ken Pontious**

Pump Station Operator I  
Lakeland Water

*One of the main reasons we decided to join with UWUA was because before, our benefits were being changed constantly, or being taken away. We also want to protect our pension, keep our defined benefits. It made sense for us to join with Local 604 Lakeland Electric. UWUA has done a good job for them, we want the same thing over here. The benefits of joining a union is that the more of us there are, the stronger we are, the stronger our voice during negotiations.*

# Union Leads Training for Next Generation of Nuclear Workers

**Associate Degree programs, with fully paid tuition, books, 8 week paid internship at union wage**

“**T**he company recognized that they’re going to have to do something about the aging workforce,” says Rob Howard, a licensed nuclear control operator with Southern California Edison (SCE). Howard has been an employee with SCE and a Local 246 member for more than 21 years. “So they partnered with MiraCosta College in Oceanside, California; received a grant from the Nuclear Regulatory Commission; and the union began training the next generation of nuclear workers.”

Howard is now the San Onofre Nuclear Generating Stations (SONGS) Workforce Education Coordinator, who screens and selects the students for two Associate Degree programs in Radiation Protection Technology and Nuclear Plant Operations. These degrees will prepare students for positions such as health physics technician or plant operator and help close the gap for qualified entry-level nuclear workforce candidates. The students’ age range is broad, as young as 18 and as high as 52.

In addition to training the new workforce, SONGS “is also a part of the UWUA’s efforts to reach out to communities, make people comfortable with

what we do and organize utility workers,” Howard says.

SONGS students receive fully paid tuition, books, plus an eight week union-rate paid internship at SCE, with guidance and representation by Local 246.

## Real-Life Experience

Ric Matthews, Math and Science Dean at MiraCosta College, was approached by Local 246 and SCE about three years ago to discuss the SONGS initiative. “We are the only school on the West Coast to offer this program, and only one of a handful in the nation.”

The real-life, paid experience of working at SCE, with union representation, gives students true insight into the industry.

“After two months of working at San Onofre, I finally found the motivation to try and get a permanent career at Edison,” says SONGS student Sarah Luu, 20. “It is one of the few places where I see a vast amount of employees that express how much they love their job. It is safe to say that this program has changed my life.”

“A few years ago, I did not even think about having a career in a nuclear company,” says Eugen Popescu, 49. “I thought it would be very dangerous and unhealthy



Student interns, left to right, Megan Denault, Jeremy Tidd, Brandon Gruber, and Katia Crawford.



Local 246 marches on, left to right, Daniel Dominguez, business manager; Lloyd Briner, bargaining committee; Pete Corti, president.

to work in such an environment. The last seven weeks have changed totally my opinion. Now, I look forward to being a part of the nuclear industry.”

For more information, call 949-368-2283, or email [EnergyIndustryJobs@sce.com](mailto:EnergyIndustryJobs@sce.com).

## Northern Pipeline Construction Company Workers Charter Local 609

**W**hile Tony Love is only 23 years old and has been a drill operator with Northern Pipeline Construction Company in Tuscaloosa, AL, less than six months, his desire to help his coworkers understand the importance of having union representation prompted discussions that led them to vote to join UWUA at a meeting in September 2010. They are now UWUA Local 609.

“I’ve never been in a union before, but I wanted the experience,” says Love. “I want to see us have a better health insurance plan-dental, vision coverage, that



From left to right is Local 609 Trustee Raymond Harris, Jr, UWUA Organizing Director Bob Houser, Local 609 President Tony Love and Local 609 Secretary/Treasurer Christopher Shelnutt.

we don’t have right now,” says Love, who was elected Local 609’s president. “Our bosses have different insurance from

us, so when we ask questions about our coverage, they don’t have a clue. They don’t discourage unions, but they don’t play it up. The other laborers agreed that we should unionize.”

Love wants to move things forward, but it has not been easy. Various projects have seen the other newly unionized coworkers disperse throughout other parts of Alabama, including “Talladega, Aniston and Gadson,” says Love, who is also meeting with UWUA Organizing Director Bob Houser to take the next steps for the new local.



## San Onofre Nuclear Station “Worker to Worker” Organizing Campaign Getting Results

**L**ocal 246 in Los Alamitos, CA has initiated a “worker to worker” organizing campaign at Southern California Edison’s San Onofre nuclear station that has resulted in four new groups voting to join the UWUA.

“I’ve armed our stewards and executive board members at the station with ‘I Want a Union’ cards and have also given them talking points on the benefits of joining UWUA Local 246,” explains Local 246 Business Manager Daniel Dominguez.

And the unorganized workers at the facility are proving very receptive. “What’s happening throughout the company is that they were trying to reduce benefits of employees that are not union represented, and it’s becoming a strain,” says Organizing Committee Member Lloyd Breiner,

a Tech Specialist 3 employee at the company. “In my personal experience, 20 years ago, they were paying us time and half. They took that away. Now, they want us to start to work first eight hours of overtime for free, and then get paid starting 49th hour. It’s not fair. We do 50-55 hrs. a week.”

### The Goal: Wall-to-Wall Union

Business Manager Dominguez explains how the “worker to worker” campaign works. “The groups we’ve brought into our local are what traditionally have been considered white collar jobs – nurses, engineers, program analysts, and technical specialists. The employees in these type of jobs normally interact with our members in the various groups we have traditionally represented, so I have asked our members to engage

them in discussions about joining our union. The results of those engagements are paying off by the number of representation elections we’ve had so far. I want to thank the UWUA National Union for their support and help in making the ‘worker to worker’ campaign a success,” he adds.

“Local 246 has had a relationship with SCE since 1944,” says Dominguez. “We represented all operator generating stations. Now, we’re extremely happy to have these groups of white collar workers have representation by Local 246.”

Local 246 is soldiering on with efforts to continue to unionize the 1,000+ more white collar workers employed at SCE. “The fight is not over, we have much more work to do.”

## North Canton, Ohio Water Workers Join UWUA, Charter Local 605

**T**he 28 employees of North Canton Water, who until now had been members of an independent union, voted unanimously to join UWUA on August 19, 2010. They are now Local 605.

“We’re a small group,” says Tad G. Martinez IV, a five year member of the water crew and Local 605’s president. “We didn’t have the experience UWUA has with negotiations. Our current contract is up August 1, 2011, and we wanted someone who knew what they were doing. Everyone really liked UWUA.”

“As part of the North Canton Water Development, they are city employees,” explains UWUA Organizer Larry Kelley.

“They were tired of going to the table and being told what they could and could not have. They also wanted a grievance procedure. They contacted (recently deceased Senior National Representative) Bob Chet and me, and we went out and met with them; they were very interested in what we had to offer, filled out paperwork.”

“They were an independent union that had no resources for any grievances, arbitrations, that were looking to affiliate with a national union,” says National Representative Robert Fronek, who fol-



North Canton Local 605 officers, left to right, Sec/Treas. Kathy Boresh, Pres. Tad Martinez, V. Pres. Anthony Brown with UWUA's Larry Kelley.

lowed through on initial discussions the workers had with Chet.

Another important issue Martinez wants to address in the new contract is seniority. “It affects callouts for overtime. Right now, it’s pretty much an unwritten rule, but we need something in writing.”

# The UWUA Brings The Fight For Workers Back To West Virginia

West Virginia is no stranger to strife. The state was formed from the bloodiest internal conflict our country has ever known: the Civil War. Mountaineers are also well steeped in the struggles of labor. The Matewan Massacre, Battle of Blair Mountain, and the legend of Mother Mary Jones still resound in the hills and hearts of the people in this state.

On September 23, Allegheny Energy's Harrison Power Station employees made their own contribution to this storied history by voting 94 – 76 to join the UWUA. With their victory, the wall separating the company's union and non-union plants on the Mason-Dixon line came tumbling down!

Located in Haywood, Harrison is the second largest power plant in West Virginia with almost 2,000 megawatts of generation, the largest in the Allegheny fleet.

Over the last decade, the company reduced its workforce from almost 7,000 employees to less than 4,000. Storerooms are bare with the implementation of "just in time" inventory management. Preventive maintenance is being replaced by "condition based maintenance." This translates into not having parts to fix anything, and fixing nothing until it's a "have to" case.

## Nothing to Work With

"We have nothing to work with," opined a Harrison maintenance man of 30-plus years experience. "We went from patching the things we used to fix to just patching the patches."

In the last couple of years, Allegheny started liquidating "non-core assets," and on February 11, 2010, Harrison employees were summoned to the maintenance

shop by plant management to announce Allegheny was merging with FirstEnergy Corporation of Akron, OH.

The UWUA already had an organizing campaign started but it became super-charged with the merger announcement.

## Protections of a Union Contract

After that, "There was only one issue," an organizing committee member stated, "It was about keeping what we have."

The UWUA has a good and valuable relationship with FirstEnergy and Harrison employees wanted to deal with the new owners as a unified workforce, protected by a good union contract.

**Workers won because they were well informed and had had enough of the games the company was playing.**

When enough people signed union cards and the petition for a union election was filed, things heated up dramatically. Union supporters were harassed by every level of management. Suspicious company maneuvering made for a confusing atmosphere, especially to the newer employees, who the managers were suddenly courting as their "new best friends." Management added a maintenance crew from a neighboring plant to try to skew the voting numbers. Then management hired four new employees for positions they had previously seemed to be in no hurry to fill.

The company distributed its "Merger News" which painted a picture of cooperation and progress in integrating the two companies. Yet management could not answer the simplest questions concerning future wages, benefits, and pensions in a post-Allegheny era.

## At-Will Means At-Risk

"This campaign was about educating people," UWUA Organizer Larry Kelly explains, "and making them aware of what's actually going on behind the scenes. And most importantly, how it affects them as at-will employees. By all accounts, Allegheny would cease to exist after the merger and Harrison employees would have no protections."

Harrison employees pushed the organizing campaign over the top. They studied everything they could about the UWUA, FirstEnergy, and the information management was putting out. When things didn't add up, they dug for the truth and when the company put their spin on things or tried to evade their well thought out questions, they spoke up.

They spoke up so much that the company abandoned their all-hands captive audience meetings in favor of smaller groups, and eventually were reduced to one-on-ones. But in the end it didn't matter. Employees dominated these meetings to the point that not even a visit by multi-millionaire CEO Paul Evanson could sway the workers or confuse the issues enough to deter them from securing their future through organizing a union. They were too well informed and had had enough of the games the company was playing.

The next hurdle is getting a just and fair first contract. But like organizing committeeman Dennis Mills said, "we can't afford to lose!"

UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
815 16TH STREET, NW  
WASHINGTON, DC 20006  
[www.uwua.net](http://www.uwua.net)



**If you, or someone you know, is interested in finding out more about the UWUA, they can call 888-843-8982.**



# Up Against the Wall? Organize 2 Survive!

The corporate attack on working people is going from bad to worse. With the mid-term elections over and the change in control of the House of Representatives, the agenda in Washington, D.C. and a majority of State Houses is going to change — and not for the betterment of the working middle class. It appears that we could be in for a rough ride ahead.

Fortunately, as utility workers, we have been somewhat buffered from the most severe effects of the ongoing attacks fueled by corporate greed and the thirst for total control in the workplace. For the most part, we have been able to maintain and improve our standards, and we continue to negotiate good family-sustaining contracts.

## Unorganized Suffer More

Meanwhile, many of our brothers and sisters in other unions have seen significant layoffs and have been forced to take huge concessions at the bargaining table. And if it's bad for those of us who are organized, you know it has to be much worse for those workers who are not organized and have no union to represent them.

Working people and their families are backed up against the wall. Millions have lost jobs, houses, and savings. Families have been torn apart because of these hard economic times.

With the strength of our members standing with us and our commitment to doing what's right, the UWUA is meeting these difficult times with some important successes in our organizing campaigns. "Organize 2 Survive" is a winning slogan embraced by workers at Allegheny Energy's Harrison Power Plant in West Virginia. Overcoming the company's anti-union history and campaigns to keep their plants "union free," Harrison Power Plant workers recently voted to join the UWUA. **They recognized that there is strength in numbers and they understood the necessity to have a voice in their work environment. It is absolutely true that:**

**"Harrison Power workers recognized that there is strength in numbers and they understood the necessity to have a voice in their work environment. It is absolutely true that: *United We're One – Divided We're Done.*"**

## United We're One – Divided We're Done.

"Organize or Die" is a slogan you often hear when battle-scarred labor activists get together. Sharing our stories of victories and setbacks, we know that working people would have nothing if it weren't for our unions. Weekends, holidays, sick days, vacations, health care and pension benefits to name a few — these are all gains made by working people with a united voice through their unions.

## Courage and Determination

The bottom line is, the greater our Union density, the stronger our collective/united voice becomes. Whenever someone new signs a union card, workers everywhere are strengthened. For someone who works in a "closed shop" where you have to be a union member to get the job, or those of us that hired into an already unionized workplace, it can be difficult to appreciate what it's like to work in a hostile environment without a voice and collective bargaining agreement to protect your working conditions.

Many of our newest members risked losing their jobs in order to organize the union at their workplace. This takes an incredible amount of courage, determination and drive. By bringing new members into the union we not only increase our numbers, and our ability to negotiate good contracts, we also learn from our new members what it's like for the vast majority of Americans who have no union to represent them. These new brothers and sisters energize us all and inspire us to continue reaching out to the unorganized so they can share in the protections and security that come from having a Union contract.

Organizing is the cornerstone for our survival and an important way to build strength. It is also the lifeblood of our Union and a lifeline to the American Dream.



Steve VanSlooten  
Executive Vice President

# Locals! Don't Lose Your Tax Exempt Status!

**Some small locals have been notified by the IRS that they are in danger of losing their tax exempt status because they have not filed a 990-N form. Small locals have to file this form if they don't file any other 990 form and their revenue is less than \$25,000 annually, or they can lose their tax exempt status.**



Gary Ruffner  
Secretary-Treasurer

## Annual Electronic Filing Requirement for Small Exempt Organizations — Form 990-N (e-Postcard)

Small tax-exempt organizations whose annual gross receipts are normally \$25,000 or less may be required to electronically submit Form 990-N, also known as the e-Postcard, unless they choose to file a complete Form 990 or Form 990-EZ.

If you do not file your e-Postcard on time, the IRS will send you a reminder notice but you will not be assessed a penalty for late filing the e-Postcard. **However, an organization that fails to file required e-Postcards (or information returns – Forms 990 or 990-EZ) for three consecutive years will automatically lose its tax-exempt status.** The revocation of the organization's tax-exempt status will not take place until the filing due date of the third year.

## Due Date of the e-Postcard

The e-Postcard is due every year by the 15th day of the 5th month after the close of your tax year. For example, if your tax year ended on December 31, the e-Postcard is due May 15 of the following year. If the due date falls on a Saturday, Sunday, or legal holiday, the due date is the next business day. You cannot file the e-Postcard until after your tax year ends.

## How To File

You can access the filing site directly by typing or pasting the following address into your Internet browser:

**<http://epostcard.form990.org>**. When you access the system, you will leave the IRS site and file the e-Postcard with the IRS through our trusted partner, Urban Institute. The form must be completed and filed electronically. There is no paper form.

## Information You Will Need To File the e-Postcard

The e-Postcard is easy to complete. All you need is eight items of basic information about your organization.

Completing the e-Postcard requires the eight items listed below:

1. Employer Identification Number (EIN), also known as a Taxpayer Identification Number (TIN).
2. Tax year
3. Legal name and mailing address
4. Any other names the organization uses
5. Name and address of a principal officer
6. Web site address if the organization has one
7. Confirmation that the organization's annual gross receipts are normally \$25,000 or less
8. If applicable, a statement that the organization has terminated or is terminating (going out of business)

## Who Must File

Most small tax-exempt organizations with gross receipts that are normally \$25,000 or less must file the e-Postcard. Account, tax law, or questions about filing the e-Postcard should be directed to Customer Account Services at 1-877-829-5500. For questions about or problems with the e-Postcard filing system, use the Technical Support link on the filing site.

If you must file a 990 or 990-EZ, you can be fined \$10.00 a day or more if you are late with your filing. Those forms are due every year by the 15th day of the 5th month after the close of your tax year. For those forms, extensions of time can be requested.

As always, if you need help, call National Secretary-Treasurer Gary Ruffner (202-974-8200) or email him at [gruffner@afcio.org](mailto:gruffner@afcio.org). If you do not get a response to your email within a week call the National Office (202-974-8200) or fax (202-974-8201) or mail your message. Emails are not considered official correspondence because emails at times don't go through or get caught in spam filters.



## Money, Money, Money, Political Spending Reaches New Heights In 2010 Mid-Term Elections



John Duffy  
National Vice President

As I reported to you back in February of this year, the recent Supreme Court decision regarding the First Amendment was one that would drastically increase the influence of corporations in the electoral process by lifting the limits on corporate spending. In *Citizens United v Federal Election Commission*, the Court in essence has decided that corporate America will have the same free speech rights as individual citizens, overturning over one hundred years of jurisprudence. Since the days of Teddy Roosevelt, the courts have consistently drawn a distinction between the rights of corporations and individual citizens.

Commenting on the decision, Republican Senator John McCain, who co-authored the 2002 Bipartisan Campaign Reform Act, parts of which the decision struck down, was disappointed in the decision and expressed concern about the greatly increased amounts of money that will now go into political campaigns.

### What Happened?

President Obama's prediction of future elections was right on target. During the 2010 State of the Union Address he stated that, "Last week, the Supreme Court reversed a century of law to open the floodgates for special interests, including foreign corporations, to spend without limit in our elections. Well, I don't think American elections should be bankrolled by America's most powerful interests, or worse, by foreign entities."

If you thought this year's elections contained more political attacks than usual, you were probably right. According to the Center for Responsive Politics, a nonpartisan campaign finance watchdog organization, non-candidate spending to defeat or elect a particular candidate reached nearly \$400 million this year. That's nearly 60% higher than the \$268 million reportedly spent on the 2006 midterm elections. It all goes back to that Supreme Court decision. Special interest groups can now raise and spend unlimited money on TV ads or anything else that will affect the outcome of the election.

### Corporate Money Laundering

Under current federal election law, trade groups, like the US Chamber of Commerce have become a new type of money laundering operation. At present, groups like the Chamber of Commerce are not required to disclose the sources of their advertising money. Corporations and anyone else can hide

their identity in political spending by simply contributing to groups like the US Chamber of Commerce.

Again, with the recent Supreme Court ruling, corporations can spend an unlimited amount this way and have their shareholders foot the bill. In the past, corporations were prohibited from spending from their general fund and had to rely on donations from their management team.

During the midterm elections, the USCC was in the hot seat when asked to disclose who their donors were after being accused of accepting money from foreign governments, like China, in order to fund political ads. While the Chamber steadfastly denied those accusations, they also refused to provide a list of their donors.

**"Without a change in the law, the present system of huge undisclosed amounts of money will continue its stranglehold on our democracy."**

### Nation in Peril

Shouldn't we all be entitled to know where these millions of dollars are coming from? Shouldn't a fisherman on the Gulf in Louisiana be able to know that BP has funneled millions into political ads for a candidate for the US Senate that has pledged to watch out for the little guy if elected? Under these new rules our democracy, and even

our national security, is in peril. While money from foreign governments is prohibited in the electoral process, how will we ever know if there is foreign influence, if there are no disclosure requirements?

Some of the positions the Chamber has successfully advanced on behalf of its donors include a nationwide campaign to weaken the power of working people by imposing so-called "right-to-work" laws on them, unseat state judges who were considered tough on corporate defendants, and opposition to a federal bill that would have criminalized defective auto manufacturing.

Two Democrats, Rep. Chris Van Hollen of Maryland and Sen. Charles Schumer of New York, are writing a bill to make it easier to tell which companies are backing which ads in federal elections. An outline of that bill, which proposes forcing nonprofit groups to identify those who fund their political commercials, can be found on our website – [www.uwua.net](http://www.uwua.net).

Without a change in the law, the present system of huge undisclosed amounts of money will continue its stranglehold on our democracy.

This is our country and it shouldn't be for sale to the highest bidder. And at the very least, we should know who those bidders are.

## American Water Workers Take Coordinated Action In 7 States

June by a 92% margin, and rejected the company's "last and best" offer in October by 89%. Eighteen UWUA locals as well as locals from various national and international unions participated in the strike authorization and contract ratification votes, representing the company's entire unionized workforce.

On November 19, UWUA members joined other unions under contract with the company to conduct worksite demonstrations, executive neighborhood leafleting and other job actions at 13 locations in seven states (NY, NJ, PA, WV, IL, MO and CA). This kind of coordinated action across state lines was a first for both the UWUA and American Water, as unionized workers in ten different national and international unions ramp up the campaign to turn American Water into a good corporate citizen. The protests highlighted the company's rip-off of consumers and workers alike, and its demands to impose major concessions on hourly employees during negotiations for a new national agreement.

The lead picket line of some 75 workers took place at a company facility near Pittsburgh, PA, in conjunction with a national meeting of all local unions representing the company's employees.

### People Before Profits

"American Water's actions placing corporate profits and executive compensation ahead of the best interests of consumers and working families are simply unacceptable," stated Kevin Booth, president of UWUA Local 537, who led the informational picket line in Pittsburgh.

On November 5, UWUA members and union allies conducted an informational picket outside American Water's corporate headquarters. During the demonstration, a delegation of UWUA members

hand-delivered an official notice to corporate officials informing them of the overwhelming rejection of the company's offer for a new National Benefits Agreement.

"We are here to serve notice on American Water that its unfair bargaining conduct and its demands for huge



Pickets at American Water's corporate headquarters, top, and in Pittsburgh, above, protest the company's bad corporate behavior.

takeaways from the employees who work hard every day to keep water flowing to customers' homes and businesses are unacceptable," stated Shawn Garvey, UWUA national representative.

### Food & Water Watch Join Campaign

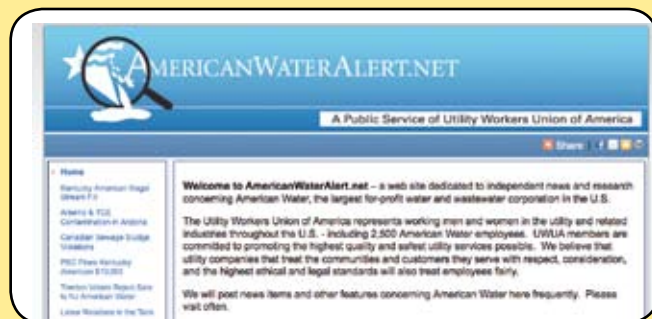
The demonstration was also joined by members of Food & Water Watch, the nation's leading grassroots organization promoting clean, affordable, and publicly owned drinking water.

"We are pleased to join with UWUA members to protest this hugely-profitable company's unfair conduct toward working families," said Jim Walsh, Eastern Region director for Food & Water Watch. "American Water's poor treatment of its employees does a disservice not only to

those workers but also to consumers and the community at large."

The next day, picketing and leafletting actions took place in the residential neighborhoods of two corporate officials in New Jersey. Both events were well attended by UWUA members and had a noticeable impact in the neighborhoods.

In addition, union members are engaging the public in the struggle for fairness at American Water. Campaign materials are being distributed to elected officials and community leaders about huge ratepayer increases and unfair attacks on workers. The company has filed for



A campaign web site has been launched to publicize illegal and dubious activity by American Water subsidiaries around the continent, including for example sewage spills in Ontario, illegal regulatory and environmental conduct in Kentucky, and trichloroethylene and arsenic contamination events in Arizona. Campaign materials and information are all available at [www.AmericanWaterAlert.net](http://www.AmericanWaterAlert.net).

increases across the country, including 13% in West Virginia, 14% in New Jersey, 22% in Virginia, 28% in Tennessee, 35% in California, 37% in Kentucky, and an astonishing 200% wastewater increase in Pennsylvania.

In June, the UWUA worked with community groups in Trenton, NJ to help defeat the company's bid to take over the suburban water system there. Voters rejected the deal by a 4-1 margin, despite more than \$1 million spent by American Water promoting the takeover.

UWUA had a very visible presence in the "No" campaign, featuring the Local 1-2 mobile office and UWUA volunteers from Local 1-2, Local 601, Local 424, and others.



# Holiday Shopping MADE EASY

## *Give the Gift of a Union Sportsmen's Alliance Membership*

**W**hether you're ready or not, it comes every year toward the end of big game season—the holidays. And if you're like many sportsmen, you'd rather sit in the woods until your fingers and face go numb than set foot in a shopping mall near Christmas.

So forget big crowds and the hassle of figuring out what to get the hunter or fisherman on your list - give the gift that keeps giving through every fish and game season - the gift of a USA membership.

With a free Buck knife, an outdoor magazine, four issue of the USA journal, a Beretta gift certificate, an online mapping

subscription and a whole lot more, you're giving a gift worth more than \$130 for a price of just \$25! Plus, your gift is helping get the USA's new Boots on the Ground program up and running to expand and improve hunting and fishing access and habitat for all, now and in the future.

Whether you're looking for the perfect present for the sportsman or woman in your life or need to let someone know what you'd like to see under the tree this year, a USA membership is the perfect, hassle-free gift that's jam-packed with value.

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**Call 1-877-872-2211 (toll-free) or visit: [www.unionsportsmen.org/gift](http://www.unionsportsmen.org/gift)**

**YOU ARE UNION. YOU ARE SPORTSMAN.**

**YOU BELONG.**



**USA Gift Membership**

To: \_\_\_\_\_

From: \_\_\_\_\_

# 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**

Felicia Andrews  
Mario Aversa  
Margaret Davis  
Judy Fung  
Johnny Hendrix  
Paul Kulikowsky  
Gail Lawson  
George Neville  
John Pagano  
Samuel H. Perkins  
Vincent Rossi  
Steve A. Schwartz  
Eleanor Vallone  
Joseph Zeccardi

## **Local 102-F**

Michael Novak

## **Local 102-H**

Robert G. Poland

## **Local 102-I**

William M. Boartz  
Charles A. Pella

## **Local 102-M**

Marlys A. Johnson

## **Local 102-Q II**

Donald P. Vaughn

## **Local 102-R**

Robert L. Orndorf

## **Local 106**

Chris Smith

## **Local 119**

James Larson

## **Local 123**

Brian Watkins

## **Local 127**

Mike Fraser  
JoEllen GrandPre

## **Local 132**

Chris J. Abeyta  
Raymond Amescua  
Rose Bojorquez  
Ronnie J. Brook  
Rene Duran  
Rueben J. Garcia  
Manuel Gonzales Jr.

Ronald W. Hine  
Ronald Jackson  
Paulett R. Jones  
Alfredo Martinez  
Frank M. Martinez  
Anne Mc Adam  
Felix Metoyer  
Mark Miranda  
Larry M. Padilla  
Frank X. Portillo  
Gustavo Quintero  
Steven L. Shaffer  
Pete Suarez  
Diane L. Thomas  
Daniel A. Veiga  
Frank T. Vigil  
George Vollmer  
Rick Wilfong  
Fausto A. Zaragoza

## **Local 144**

John R. Jeczmonka  
Elaine M. Meyer  
David T. Vasicek

## **Local 175**

David L. Adkins  
William R. Baker  
Larry T. Buchanan  
Andrew F. Estill  
James A. Ferriell  
Steven D. Freidline  
Darrel M. Gray  
Donald P. Jackson  
Phyllis A. James  
Thomas L. Jones  
Steve R. Kremin  
Robert A. Logan  
Allen H. Mullikin  
Monte D. Riley  
Stephan L. Sanders  
Jonathan D. Shaw  
John W. Vermillion  
Charles W. Watson

## **Local 191**

Al Bonaszak  
James Rose  
Darlene Zoretich

## **Local 223**

Roger A. Addison  
Bruce Affelt  
Mark Aldrich  
Anthony Belli  
Bobby Blackwell

Terrell Boykin  
James K. Bradley  
Charles Branch  
Paul Brickey  
David Brookes  
Felix Burdo  
Gary Carson  
Rick Casteller  
John Cebula  
Beverly K. Ciciora  
Anthony Cilluffo  
George Coler  
Vic Cologie  
Phyllis Connelly  
Delphine Eddins  
Michael Fitzgerald  
Jim Goleski  
Bob Goossens  
Randy Gray  
Greg Green  
Mike Guarnieri  
Joy Harris  
Bill Hinde  
Lawrence Holdman  
Al Kaiser  
Jeff Krummi  
Mike Kutschke  
Bobby Lipkins  
Joe Losiowski  
Dave Malaga  
Rich Martin  
Maurice McIntyre  
Robert McLellan  
Clyde Messinger III  
Art Miller  
Salim Mimin  
Phil Mold  
Roger Moore  
Thomas Morgan  
Bob Murphy  
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