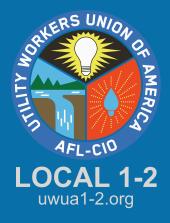
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THEUMUAS DEDICATED TO D GNITY AND **RESPECT FOR**

CELEBRATE BLACK HISTORY MONTH

VOL.LXII, NO. 556 FEBRUARY 2024



Utility Workers Union of America LOCAL 1-2

President	James Shillitto
Vice President	William Smith
Secretary-Treasurer	John Capra
Senior Business Agents	Thomas Martin Frank Morales Darryl Taylor
Business Agents	Steve D'Auria Frank Dominguez Frank Feilecia Emilio Frederick Robert Griffin Rich Nasca Michael Peña Jean Washington Robert Vuono
Financial Observers	Wade Dennis Sharon Griffith Michael McCann

Executive Board

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Safety Director Thomas Cunnigham

Editor James Shillitto Your Views and Comments Are Welcome

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Brothers and Sisters. Here we are, two months into 2024 and, if you have been paying the least bit of attention, it feels as if everything around us is reaching a crisis point. For us as Utility Workers, that is just another day and challenge. We have found ourselves facing crisis after crisis and beat the odds. From the 2012 Lockout, Super Storm Sandy, countless storm events, continuous ICS implementation, a worldwide pandemic, constant battles with our employers to keep our jobs out of the hands of contractors, and fighting for the jobs in renewable energy, we continue to do battle and thrive.

Now, the latest snafu right in front of us is congestion pricing. Brothers and Sisters, we need you to get involved in this issue. For many of our Members, congestion pricing will be more than a headache, it will be a real barrier to getting to our jobs. Even though we're "first responders' only when it's an emergency, we all know that like firefighters, EMTs, cops, and other emergency workers we must get through, without being penalized in the pocketbook. Together with the NYC Central Labor Council, we have been fighting against congestion pricing at the City Council. We will be testifying at public hearings at the end of this month and in March.

This is a big issue for our Members and we need all

the support you can muster. You can contact your local elected officials on this issue; and can sign up at the MTA website to testify.

Brothers and Sisters. We have three contracts expiring this year. Asplundh and Lewis Tree expire at year's end and our contract with our largest employer, Con Edison, expires in June.

For these contracts, we will be setting up a way through our social media platforms for you to let us know what is important to you. Get involved and speak with your Stewards and Business Agents. Come to the meetings, vote on strike authorizations and the contracts to come. Together we can get what we deserve.

One last thing I would like to mention is that in early January I attended the Cornell University Climate Jobs Summit on Roosevelt Island along with National President Slevin and National Vice President Craig Pinkham. The conference was attended by Labor Leaders from around the country and elected officials. It is by being involved in events like this that the UWUA and Local 1-2 will get the jobs in renewable energy for our Members.



A Message from Vice President William Smith There is a lot of Big Picture action going on all around us

Brothers and Sisters. There is a lot of Big Picture action swirling all around us as most of us go about trying to live normal lives, doing our jobs day in and day out to make a decent wage, support our loved ones, and put in our years in the hope of a good retirement.

These are the bread-and-butter issues that dominate our thoughts daily. Most of us do not have the time to ponder the large questions that are sure to disrupt the way we work, where we work, and what we work at.

That's why we have a Union, to help steer us through changing times, maintain our ranks, and see to it that when changes come, we have the jobs that matter.

At the same time, we need to lend support to efforts that promote a just work environment, where our employers would treat us with dignity and respect for the work we do.

That's why we have Stewards in our ranks, that's why we have Business Agents and Senior Business Agents, to keep our employers honest in the workplace and to make sure we get home safely.

This is why we show up at conferences that honor the legacy of such people as the Rev. Dr. Martin Luther King, Jr., who strove so hard to provide dignity and respect for every working man or woman. King knew that Union Membership for likeminded people was a tremendous weapon in the battle for equality.

For this reason, Local 1-2, and indeed, the entire AFL-CIO, celebrate Black History Month to expose to the public the giant movers and shakers who, for far too

long, were hidden in the shadows by those who would steal their greatness.

Justice for one MUST become justice for all. We are in a Union because we recognize that any achievement cannot be accomplished alone. The great American myth of rugged individuality is just that, a myth. No human endeavor has ever been successful without the labor of the many.

A workplace without justice, without dignity, without respect is just another way of saying servitude. It is

only with your Union that you and your fellow workers can achieve dignity, respect and – if you are ever wrongly disciplined – justice.

We have a lot of moving parts going forward in 2024. The largest is a new contract with our largest employer, Con Edison. Con Ed has always been a blue-chip stock for investors and this year, as it was four years ago, Con Ed is doing just fine. We will demand our fair share for the fruits of our labor. In our unity, we will have strength at the bargaining table.



UWUA LOCAL 1-2 IN MONTGOMERY, ALABAMA JOINS WITH UNION LEADERS AT MLK, JR CONFERENCE



The 2024 @AFLCIO Dr. Martin Luther King Jr. Civil and Human Rights Conference took place in January in Montgomery, Alabama. UWUA members and leadership, including President James Slevin, Human Rights Committee Chair Nate Waters, and Local 1-2 Senior Business Agent Darryl Taylor joined more than 800 union members from across the country to honor Dr. King's vision for collective action at the voting booth, in the community and in the workplace to safeguard the pillars of our democracy.

LOCAL 1-2 ADDING TO OUR RANKS



Carmine Somma (Executive Board) and Nick Palazzo (Chairman) kickstarting the year onboarding newly hired Local 1-2 Field Inspectors to Construction management (Con Edison). Welcome to Local 1-2!

Climate Jobs Summit 2024



Local 1-2 President Shillitto, National President Slevin and National Vice President Pinkham at the Cornell Climate Summit on Roosevelt Island in January.

From the American Tinnitus Association: ata.org

Debunking Tinnitus Myths

	MYTH	FACT
1	Tinnitus is unusual.	Tinnitus affects over 50 million people living in the United States, which makes it a common condition.
2	Tinnitus isn't a big deal.	For millions of people living with tinnitus, it can disrupt sleep, concentration, and one's sense of wellbeing, which can lead to depression, anxiety, and even thoughts of suicide*.
3	Only older people have tinnitus.	Anyone, including young children and teens, can have permanent or intermittent tinnitus.
4	Tinnitus is only caused by exposure to loud sound.	Tinnitus can be caused by many things, such as high blood pressure, diabetes, concussions, whiplash, common infections, and hormonal changes. If you have tinnitus, it's important to see your physician to discuss possible causes.
5	There's no cure for tinnitus; people just have to learn to live with it.	There are evidence-based tools and interventions that can significantly help a person struggling with tinnitus. However, there isn't a one-size-fits-all solution. Working with a tinnitus trained healthcare professional can be very helpful. ATA has many resources, including free ones, to offer support. Call 800-634-8978, ext. 1 or 3.

* If you're struggling with thoughts of self-harm or suicide, please call 911 or 988 immediately. Your safety is important, and there are people ready to help you.

TINNITUS AWARENESS WEEK FEBRUARY 5 –11



LOCAL 1-2 ANNUAL DONATION TO ROSARY HILL

DEDICATED TO GENTLE CARE FOR THE INCUARBLE IN HAWTHORNE



UNION STEWARDS CARRY A HEAVY LOAD, READ THE STEWARDS TOOLBOX ON THE LOCAL 1-2 WEBSITE

In our steward community, we believe in empowering each other. Here are key insights on common pitfalls



- Miss Your Deadline: Stay on top of grievance time lines. Utilize a calendar and seek written extensions if necessary.
 Never Get Back to the Grievant: Handles issues responsibly; if not grievable, explore alternative solutions and communicate reasons transparently.
- **3. Bad Mouth the Union:** Address internal concerns through constructive dialogue. Public disagreements weaken our collective strength.

To explore a steward's full duties please see the Stewards Toolbox on our web site at uwua1-2.org. Remember, as stewards, we share equal status with management, have the right to solicit grievances, and actively participate in Weingarten settings. Let's build a stronger union together!



LOCAL 1-2 FINANCIALS

	nn nor Consolidated s) Total	,261 \$ 1,152,008 - 179,147	,261 1,331,155	- 88,259 - 4,802 -	- 93,061	7,491	,261 1,431,707	- 1,176,395 - 20,614	,922 12,320,922	,922 13,517,931	,183 \$ 14,949,638
	Holding Corporation (Without Donor Restrictions)	\$ 475,261	475,261				475,261		12,320,922	12,320,922	\$ 12,796,183
	Union Total	\$ 676,747 179,147	855,894	88,259 4,802	93,061	7,491	956,446	1,176,395 20,614		1,197,009	\$ 2,153,455
	Eliminations	ч Ф	"	- (2,717,052)	(2,717,052)		(2,717,052)				\$ (2,717,052)
ancial Position	Building Fund (Without Donor Restrictions)	\$ 255,624	255,624	17,082 - 1,582,661	1,599,743		1,855,367				\$ 1,855,367
LOCAL 1-2 Consolidated Statement of Financial Position June 30, 2023	Political Action Fund (With Donor Restrictions)	\$ 16,520	16,520	- - 19,000	19,000		35,520			"	\$ 35,520
Consolidat	Defense Fund (Without Donor Restrictions)	\$ 179,147	179,147	4,802 1,115,391	1,120,193		1,299,340	1,138,271 -		1,138,271	\$ 2,437,611
	General Fund (Without Donor Restrictions)	\$ 404,603	404,603	71,177	71,177	7,491	483,271	38,124 20,614		58,738	\$ 542,009
	ASSETS	Current assets: Cash and cash equivalents: Cash Cash equivalents	Total cash and cash equivalents	Receivables: Dues Interest Due from other funds	Total receivables	Prepaid expenses	Total current assets	Non-current assets: Long-term investments Security deposits Property assets, net of accumulated depreciation	and amortization of \$111,512	Total non-current assets	Total assets

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

LOCAL 1-2 FINANCIALS

	Consolidated Total	\$ 1,023,635 22,600 1,000,000 6,371,449	8,417,684	60,746	60,746	8,478,430	6,471,208	\$ 14,949,638
	Holding Corporation (Without Donor Restrictions)	\$ 6,371,449	6,371,449	"	"	6,371,449	6,424,734	\$ 12,796,183
	Union Total	\$ 1,023,635 22,600 1,000,000	2,046,235	60,746	60,746	2,106,981	46,474	\$ 2,153,455
	Eliminations	\$ - - (2,717,052)	(2,717,052)	"		(2,717,052)		\$ (2,717,052)
	Building Fund (Without Donor Restrictions)	φ		'			1,855,367	\$ 1,855,367
200	Political Action Fund (With Donor Restrictions)	φ	1	"	1		35,520	\$ 35,520
5	Defense Fund (Without Donor Restrictions)	φ	"		"		2,437,611	\$ 2,437,611
	General Fund (Without Donor Restrictions)	\$ 1,023,635 22,600 1,000,000 - 2,717,052	4,763,287	60,746	60,746	4,824,033	(4,282,024)	\$ 542,009
	LIABILITIES AND NET ASSETS	Current liabilities: Accounts payable and accrued expenses Liability for supplemental pension plan - current portion Per capita payable - National Union Mortgage payable Due to other funds	Total current liabilities	Non-current liabilities: Liability for supplemental pension plan - non-current portion	Total non-current liabilities	Total liabilities	Net assets	Total liabilities and net assets

UTILITY WORKERS UNION OF AMERICA, AFL-CIO LOCAL 1-2 Consolidated Statement of Financial Position (Continued) June 30, 2023

LOCAL 1-2 FINANCIALS

	Consolidated Total	\$ 4,632,956 11,199 130,767 195,344	4,970,266	4,159,524	760,591	4,920,115	50,151	6,421,057	.	\$ 6.471.208
	Holding Corporation (Without Donor Restrictions)	\$ - (130,767 54,978	185,745	ı	50,144	50,144	135,601	5,229,104	1,060,029	0 VCL 72 A
	Union Total	\$ 4,632,956 11,199 140,366	4,784,521	4,159,524	710,447	4,869,971	(85,450)	1,191,953	(1,060,029)	AC 474
Six Months	Building Fund Without Donor Restrictions)	371,224	371,224	ı	"	"	371,224	2,033,035	(548,892)	¢ 1 066 267
	Political Action Fund (With Donor Restrictions)	\$ - 9 9 9 	(2,730)				(2,730)	39,250	(1,000)	\$ 35.500 9
	Defense Fund (Without Donor Restrictions)	\$ 10,550	10,550	657	164	821	9,729	2,427,882	1	\$ 2.437.611
	General Fund (Without Donor (Restrictions)	\$ 4,261,732 \$ 649 140,366 2,730	4,405,477	4,158,867	710,283	4,869,150	(463,673)	(3,308,214)	(510,137)	3 (FCU CBC F) 3
ea June 30, 2023	Consolidated Total	\$ 2,329,113 333 46,500 195,187	2,571,133	1,842,837	294,824	2,137,661	433,472			
and six moths end	Holding Corporation (Without Donor Restrictions)	\$ - 46,500 54,978	101,478	ı	(2,235)	(2,235)	103,713			
For the three months and six moths ended June July 2023	Union Total	\$ 2,329,113 333 140,209	2,469,655	1,842,837	297,059	2,139,896	329,759			
For Three Months	Building Fund Without Donor Restrictions)	185,611 - -	185,611	ı	"		185,611			
	Political Action Fund (With Donor Restrictions)	- \$ - (1,730)	(1,730)	ı	"	"	(1,730)			
	Defense Fund (Without Donor Restrictions)	« I		(400)	(100)	(200)	500			
	General Fund (Without Donor (Restrictions)	\$ 2,143,502 \$ 333 3 140,209 1,730 -	2,285,774	1,843,237	297,159	2,140,396	145,378			

UTILITY WORKERS UNION OF AMERICA, AFL-CIO LOCAL 1-2 Consolidated Statement of Activities For the three months and aix months ended June 30, 2023

> Revenue: Dues and initiation fees Interest and dividends Rental income Rental income Net Areas in the services Program services Supporting activities Management and general

Total expenses

Change in net assets

Net assets: Beginning of period

Transfers

End of period

UTILITY WORKERS UNION OF AMERICA, AFL-CIO LOCAL 1-2 Consolidated Statement of Functional Expenses

Consolidated Statement of Functional Expenses For the three months and six months ended June 30, 2023

			Thre	Three Months				Si	Six Months		
		Program Services	Sul	Supporting Activities			Program Services	Su	Supporting Activities		
	2	Member	Man	Management			Member	Man	Management		
	õ	Services	and	and General		Total	Services	and	and General		Total
Salaries, benefits and related costs	Υ	594,480	Ь	148,620	θ	743,100	\$ 1,918,201	ω	479,550	θ	2,397,751
Per capita taxes		654,603		'		654,603	1,317,737		ı		1,317,737
Travel, meetings, conventions and negotiations		53,298		13,324		66,622	158,417		39,604		198,021
Occupancy costs		9,869		203		10,072	30,620		15,182		45,802
Office expenses		426,511		106,657		533,168	494,362		166,208		660,570
Donations		6,846		1,712		8,558	11,979		2,995		14,974
Professional fees		97,230		24,308		121,538	228,208		57,052		285,260
Total expenses	ہ ب	1,842,837	ŝ	294,824	ഗ	2,137,661	\$ 4,159,524	ŝ	760,591	ω	4,920,115

LOCAL 1-2 FINANCIALS

SCENES FROM THE DECEMBER MEETING





Utility Workers Union of America Local 1-2, Affiliated with AFL-CIO 5 West 37th Street, 7th Floor, New York, NY



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UWUA LOCAL 1-2 In Person Meeting

Place: Salvation Army Headquarters 120 West 14th Street, New York, NY 10011 Date: Tuesday February 27, 2024

Time: 5:15 P.M.

This Will Also Be a Virtual Meeting on Zoom Admission Only To Members In Good Standing

To Register: Send your name, personal email, the Company you work for, and your employee number to

localmeeting@uwua1-2.org by 12:00 noon on February 27, 2024

Please note: NO COMPANY EMAILS WILL BE ACCEPTED and if you register you will automatically be invited to the next three regular Virtual Union Meetings (registration is good for one year).

Questions and comments under New Business, Old Business, or Good of the Union should be sent via your personal email to localquestion@uwua1-2.org by 12:00 noon the day before the meeting.

We look forward to you attending.

Fraternally, John Capra Secretary-Treasurer