

The Record

LOCAL 1-2

**WE FIGHT EVERY DAY FOR YOU
WE FIGHT EVERY DAY FOR YOUR FAMILY**





The Record

Utility Workers Union of America,
AFL-CIO, Local 1-2

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Editor

James Slevin

**Your Views
And Comments
Are Welcome**

THE RECORD LOCAL 1-2

Vol. LXI, No. 538
NOVEMBER 2015

Let the Union's Spirit

A song by Mimi Yahn©Mimi Yahn 1990, 1991

Chorus

Let the Union's spirit
Take ahold this land,
Let the Union's power
Fill every woman and man.

Yonder comes my steward,
Got a grievance in her hand,
She come to see the boss man;
You shoulda seen the way he ran.

Get on board the Union
Don't be left behind,
Don't be standing by your lonesome;
The boss'll get you if he can.

The devil's got his helper,
Your back he's always out to stab;
You know they call this creature
A low-down union-bustin' scab.

Don't be fooled by slick words,
Don't be fooled by corporate cons;
They'll always try to split us,
But don't forget which side you're on.

The comp'ny's greedy for their profits,
Think they own 'most everything;
Well, there's one thing that they can't own:
Union solidarity!

FROM THE DESK OF

JAMES T. SLEVIN - PRESIDENT, LOCAL 1-2



We are nine months away from the expiration of our collective bargaining agreement with Con Edison, by far the largest employer of Local 1-2 Members. We have three more Membership Meetings between now and then—November, February and April. If we do not start gaining a sense of urgency about improving our work conditions, wages and benefits for us and our families we will be a step behind before our negotiations begin. The only way to show Con Ed or any Local 1-2 employer that we will not back down is Unity.

Now is the time to come together. Not in May or June or July. By then it will be too late and without Unity in our ranks they will pick us off one by

one. They have a plan. And they have been working on it for the past four years. That's right. We all know Con Ed has been refining its contingency plans since the Company locked us out in 2012.

But now we have experience. In 2012 most of our Members had never experienced a labor stoppage in their careers. But the month of July 2012 was our crucible of fire. We learned, we fought as one and we emerged with a contract to be proud of.

Since then Con Ed got a new boss, just like the old boss. The new CEO is looking to have parity among the Unions he bargains with. Our Brothers and Sisters on Staten Island and at Orange and Rockland have different bargaining agreements with McEvoy and Company. That drives Management crazy. Already the bosses are talking about cutbacks and higher costs to us because they have imposed it on their own mid-level managers and see things in our current agreement they want to

take away.

So talk to your Brothers and Sisters. Get ready. There is no doubt that we will be in for another bumpy ride. Remember, our strength comes from our Unity and Solidarity in the face of companies with deep pockets who are willing to do just about anything (legal or not) to break our Union. They may have a bottomless well of money but we have the grit, determination and attitude that will meet them at every turn.

In the meantime, myself, Vice President Shillitto and Senior Agents and Business Agents are out in the field every day. Come to the next Rank and File and find out what we can do together to keep our Union strong. And in the meantime we will be in tough talks for our Members who work for the tree-trimming companies that keep our power lines clear.

Remember: The Boss is Not Your Friend, never was, never will be. Apathy is lethal!

Come to the Membership Meeting, November 17 for a chance to take home a gift card for a Thanksgiving Turkey for you and yours. Get the Holiday Season off to a great start. Be there or be square! Gobble, Gobble!



FROM THE DESK OF

JAMES SHILLITTO - VICE PRESIDENT, LOCAL 1-2



As we get ready for the last Membership Meeting of the calendar year, I want to echo President Slevin's call for Unity as we look to 2016. Once again we are in for the fight of our working lives. Remember 2012 and get ready for 2016.

In October we conducted two Steward training workshops, one in Queens and one in Westchester. Stewards are our first line of protection against the overreach of the Bosses. And if there is a labor stoppage we will be looking to them for leadership in the ranks.

We have also continued on our successful program of Rank and File meetings to be in more direct contact with as many Members as possible.

All of these activities are geared to insuring that if and when the time comes we will be ready for a rapid and sustained response to anything that our Bosses, especially Con Edison, try to throw at us.

Another way to stay informed is to subscribe to our 877877 text message blasts. More than half the Membership is signed up for the service. It is so simple: Text UWUA to 877877 on your cell phone. That's it.

As we move more and more into digital communication it is becoming clear that our communications with the Membership will be digital, whether it is reading The Record on line, subscribing to the blast

service or coordinating Union actions in the coming years.

As President Slevin told you, 2016 will be another year where Local 1-2 will be tested by Con Ed, and if they sense any weakness they will go for the jugular.

So, the first step is to get involved attend the Membership Meetings in November, February and April. This is the way to send the message. In 2012, it has become clear that our Unity in the face of Con Ed's despicable lock-out caught them by surprise. Now we are all battle-tested so be ready to do it again.

On behalf of Local 1-2, I want to extend the best to you and yours for the upcoming holidays and New Year.

And come to the November Membership Meeting! Get in on the Thanksgiving Turkey raffle!

GET THE UWUA APP FOR YOUR SMARTPHONE STAY INFORMED

<http://bit.ly/uwuaapp>

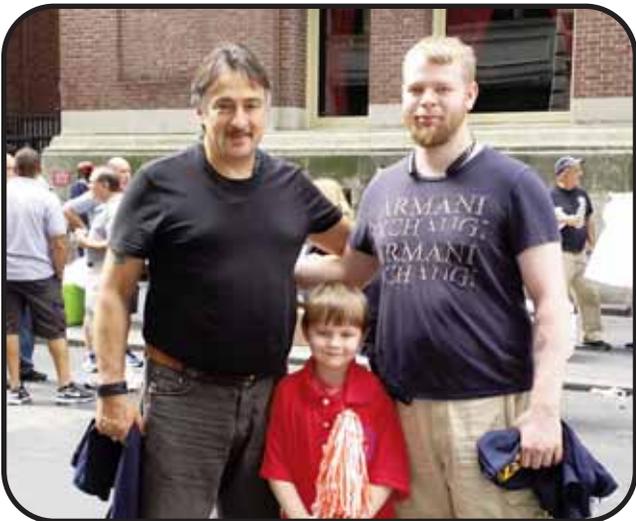


The Utility Workers Union of America, AFL-CIO, is united by the belief in the dignity and worth of workers, and by an understanding of the necessity and value of the services we provide to the public for their health and well-being.

This app is your guide to the UWUA, its communications, campaigns, resources, and events. Welcome!

DOWNLOAD THE APP AT THE APPLE APP STORE,
GOOGLE PLAY
OR
BLACKBERRY WORLD

LABOR PARADE 2015







Christmas Gifts for Rosary Hill 55th Anniversary 1961 - 2015

Co-Chairperson

Walter Klink
Ed Nicholson
Diane Miskiewicz
Mark Pasquale

For 2015, we'd like to outline what ROSARY HILL is about as a reminder to our old friends and an introduction to our new ones. ROSARY HILL serves incurable cancer patients of all races and creeds. They do not accept payment from the patients or their families but instead are supported solely by the expression of God's love through the gifts of individuals. See one of the individuals listed below to make a donation that will surely make you feel good this Holiday Season.

Please make your checks payable to ROSARY HILL

BRIARCLIFF & GREENBURG: EASTVIEW:	Neal Sullivan Mike Galantich, Bill Geerlings Pete Acocella, Brian Tomkins, Mike Mordeci Jimmy Martin, Tom Cuccia, Kevin Gilleo Bill Bleichner, Pete Tsapatsaris, Michael Stec, Don Lombard, Chris Katzmam Jane Solnick, Rich Smith, Diane Miskiewicz, Karen Tubman, Chris Solomou
RYE / 511: RYE SERVICE CTR:	Kevin Donaghey, Elisa Cantilena, Iris Ambert, Peter Pastorini, Jim Croughan
VAN NEST:	Seth Klescht, Doris DeCicco, John Ryan,
ASTORIA HIGH LINE: ELECTRIC BUREAU: SUBSTATION OPER: DISTRIBUTION #9: YONKERS: RETIREES CLUB	Chris Solomou Eric Dechent Tom Brogan Art Melagrano, Ed Bendlin Jr. Tom Carney, Jim Pape, Ed Nicholson Ed Bendlin, Warren Williams, Dom Ragno, Frank Canpana, Anita Smith, Margie Lauro, Bob Lauro, John Marucci, Rich Roth, Jim Broughton
UNION OFFICE: BENEFACTORS:	Jim Slevin B.J. Harrington, Friendly Sons of St. Patrick, Jack Quealy

Please submit your donation by Friday, **December 18, 2015**. We will meet between 8:00 a.m. and 10:30 a.m. on Tuesday, **December 22, 2015** at the Union Office, 5 West Cross St., Hawthorne (next to the Post Office, 2nd floor). The phone number there is 914-747-0309 if anyone needs to check in on the morning of the 22th.

With Holiday Blessings,

Walter, Ed, Diane, Mark

2017 UTILITY WORKERS UNION OF AMERICA Scholarship Program Entry Form

THE 2017 UWUA SCHOLARSHIP PROGRAM for sons and daughters of active members of the Utility Workers Union of America, AFL-CIO.

This entry form is to be completed
and returned before

December 31, 2015 to:

Utility Workers Union of America Scholarship Program
Utility Workers Union of America, AFL-CIO
815 16th Street, NW, Washington, DC 20006

Please enter my name in the 2017 UWUA Scholarship Program. The program is open to active members' children who will complete high school and enroll full time in regionally accredited U.S. colleges in 2017 and who meet all other participation requirements specified by National Merit Scholarship Corporation (NMSC).

I will complete high school in 2017 and enroll full time in college in 2017; YES NO

The month and year I will complete high school is: _____ MONTH _____ YEAR

I am the SON or DAUGHTER of an active member of the Utility Workers Union of America, AFL-CIO

YES, I will take (took) the 2015 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 14 or 28, 2015. I understand that 2015 PSAT/NMSQT scores will be used by NMSC as an initial screen of applicants in the 2017 UWUA Scholarship Program. Scores from prior PSAT/NMSQT administrations (2014 or earlier) cannot be used for participation in the 2017 program.

Name of Applicant: Last _____ First _____ Middle Initial _____

Home Address: Number and Street _____

City _____ State _____ Zip Code _____

Home Telephone Number: (_____) - _____ - _____

Birth Date: _____ / _____ / _____ (Month/Day/Year) **Gender:** Male Female

High School You Currently Attend: Exact Name _____

City _____ State _____ Zip Code _____

High School Where PSAT/NMSQT Taken (if different): Exact Name _____

City _____ State _____ Zip Code _____

Name of Member Parent: _____ Father Mother Stepfather Stepmother

Employing Company: _____ **Local # to Which Parent Belongs:** _____

I further understand that the selection of scholarship winners and stipend payments will be handled by National Merit Scholarship Corporation of Evanston, Illinois.

Signature of Applicant

Signature of Parent Who is a Member of UWUA

Date

Verification of Active Membership by Local Union Officer (please obtain prior to submission):

"I verify that the parent listed above is an active member in good standing with the local union, and that the above information is true and complete to the best of my knowledge."

Signature of Local Union Officer

Printed Name of Officer

Date

Title of Officer

() _____
Daytime Telephone Number

The 2017 Utility Workers Union of America Scholarship Program

For high school juniors who will be completing or leaving high school and entering college in the fall of 2017.

This scholarship program was established by Utility Workers Union of America, AFL-CIO for the children of active union members in good standing.

To enter your child into the 2017 Utility Workers Union of America Scholarship Program (for students who will complete high school and enter college in 2017), complete the following steps in the Entry Form process:

STEP 1: Read the scholarship program brochure in its entirety (confirm that you have read and understand the program procedures by marking the check box at the bottom of the page).

STEP 2: Confirm that your child meets all participation requirements for the 2017 competition by marking the appropriate check boxes.

STEP 3: Complete the online 2017 Utility Workers Union of America Scholarship Program Entry Form.

STEP 4: Review the Entry Form for completeness and accuracy, read the Submission Agreement and submit your child's Entry Form for the 2017 competition.

STEP 5: Print and retain a copy of the "Submission Confirmation" for your records.

We wish your child the best as he/she participates in the 2017 Utility Workers Union of America Scholarship Program.

LOCAL 1-2 FAMILY REUNION PICNIC



LOCAL 1-2 FAMILY REUNION PICNIC



FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Financial Position
June 30, 2015

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Eliminations	Total
ASSETS							
Current assets:							
Cash and cash equivalents:							
Cash	\$ 56,039	\$ -	\$ -	\$ 9,425	\$ 616,733	\$ -	\$ 682,197
Cash equivalents	-	476,209	-	-	-	-	476,209
Total cash and cash equivalents	<u>56,039</u>	<u>476,209</u>	<u>-</u>	<u>9,425</u>	<u>616,733</u>	<u>-</u>	<u>1,158,406</u>
Receivables:							
Dues	4,984	-	-	-	16,000	-	20,984
Accounts receivable - other	71,053	-	-	-	-	-	71,053
Interest	-	3,230	-	-	-	-	3,230
Due from other funds	-	405,197	-	-	-	(405,197)	-
Total receivables	<u>76,037</u>	<u>408,427</u>	<u>-</u>	<u>-</u>	<u>16,000</u>	<u>(405,197)</u>	<u>95,267</u>
Prepaid expenses	52,064	-	-	-	-	-	52,064
Prepaid pension	-	-	-	-	-	-	-
Total prepaid expenses	<u>52,064</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>52,064</u>
Total current assets	<u>184,140</u>	<u>884,636</u>	<u>-</u>	<u>9,425</u>	<u>632,733</u>	<u>(405,197)</u>	<u>1,305,737</u>
Non-current assets:							
Long-term investments	115,075	989,068	-	-	-	-	1,104,143
Security deposits	36,667	-	-	-	-	-	36,667
Property assets, net of accumulated depreciation and amortization	23,770	-	-	-	-	-	23,770
Total non-current assets	<u>175,512</u>	<u>989,068</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,164,580</u>
Total assets	<u>\$ 359,652</u>	<u>\$ 1,873,704</u>	<u>\$ -</u>	<u>\$ 9,425</u>	<u>\$ 632,733</u>	<u>\$ (405,197)</u>	<u>\$ 2,470,317</u>

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Financial Position (Continued)
June 30, 2015

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Eliminations	Total
LIABILITIES AND NET ASSETS							
Current liabilities:							
Accounts payable and accrued expenses	\$ 344,171	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 344,171
Liability for supplemental pension plan - current portion	22,600	-	-	-	-	-	22,600
Note payable - National Union - current portion	617,428	-	-	-	-	-	617,428
Due to other funds	405,197	-	-	-	-	(405,197)	-
Total current liabilities	<u>1,389,396</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(405,197)</u>	<u>984,199</u>
Non-current liabilities:							
Liability for supplemental pension plan - non-current portion	177,555	-	-	-	-	-	177,555
Liability for deferred compensation plan	77,496	-	-	-	-	-	77,496
Note payable - National Union - non-current portion	-	-	-	-	-	-	-
Total non-current liabilities	<u>255,051</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>255,051</u>
Total liabilities	1,644,447	-	-	-	-	(405,197)	1,239,250
Unrestricted net assets	<u>(1,284,795)</u>	<u>1,873,704</u>	<u>-</u>	<u>9,425</u>	<u>632,733</u>	<u>-</u>	<u>1,231,067</u>
Total liabilities and net assets	<u>\$ 359,652</u>	<u>\$ 1,873,704</u>	<u>\$ -</u>	<u>\$ 9,425</u>	<u>\$ 632,733</u>	<u>\$ (405,197)</u>	<u>\$ 2,470,317</u>

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Activities
For the three months and six months ended June 30, 2015

	Three Months				Six Months							
	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total
Revenue:												
Dues and initiation fees	\$ 2,137,222	\$ -	\$ -	\$ -	201,094	\$ 2,338,316	\$ 4,125,973	\$ -	\$ -	-	420,059	\$ 4,546,032
Interest and dividends	465	3,260	-	-	-	3,725	725	7,232	-	-	-	7,957
Other	11,790	-	-	1,397	-	13,187	13,290	-	4,129	-	-	17,419
Total revenue	<u>2,149,477</u>	<u>3,260</u>	<u>-</u>	<u>1,397</u>	<u>201,094</u>	<u>2,355,228</u>	<u>4,139,988</u>	<u>7,232</u>	<u>4,129</u>	<u>-</u>	<u>420,059</u>	<u>4,571,408</u>
Expenses:												
Program services - member services	1,482,834	907	-	-	-	1,483,741	3,010,956	1,814	3,300	-	-	3,016,068
Supporting activities - management and general	398,366	227	-	-	-	398,593	780,396	453	825	-	-	781,676
Total expenses	<u>1,881,200</u>	<u>1,134</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,882,334</u>	<u>3,791,352</u>	<u>2,267</u>	<u>4,125</u>	<u>-</u>	<u>-</u>	<u>3,797,744</u>
Change in net assets	<u>\$ 268,277</u>	<u>\$ 2,126</u>	<u>\$ -</u>	<u>\$ 1,397</u>	<u>\$ 201,094</u>	<u>\$ 472,894</u>	<u>348,636</u>	<u>4,965</u>	<u>4</u>	<u>420,059</u>	<u>773,664</u>	<u>773,664</u>
Unrestricted net assets:												
Beginning of period						(1,633,431)	1,868,739	-	9,421	212,674	457,403	
End of period						<u>\$ (1,284,795)</u>	<u>\$ 1,873,704</u>	<u>\$ -</u>	<u>\$ 9,425</u>	<u>\$ 632,733</u>	<u>\$ 1,231,067</u>	

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO

LOCAL 1-2

(Supplemental Schedule) Schedule of Expenses

For the three months and six months ended June 30, 2015

	Three Months					Six Months						
	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total
	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$	\$
Salaries	647,335	-	-	-	-	647,335	1,288,917	-	-	-	-	1,288,917
Payroll taxes	49,553	-	-	-	-	49,553	105,769	-	-	-	-	105,769
Employee benefits	68,682	-	-	-	-	68,682	137,545	-	-	-	-	137,545
Business agents' expenses	42,025	-	-	-	-	42,025	84,665	-	-	-	-	84,665
Lost time wages	8,858	-	-	-	-	8,858	15,215	-	-	-	-	15,215
Executive board and other allowances	29,745	-	-	-	-	29,745	59,411	-	-	-	-	59,411
Per capita taxes:												
National union	527,379	-	-	-	-	527,379	1,052,048	-	-	-	-	1,052,048
Other	9,382	-	-	-	-	9,382	18,502	-	-	-	-	18,502
Automobile expenses	35,507	-	-	-	-	35,507	74,371	-	-	-	-	74,371
Meetings, conferences and negotiations, net of reimbursements	7,266	-	-	-	-	7,266	8,476	-	-	-	-	8,476
Education, books and publications	6,369	-	-	-	-	6,369	8,120	-	-	-	-	8,120
Contributions, gifts and awards	19,209	-	-	-	-	19,209	24,217	-	4,125	-	-	28,342
Rent and utilities	101,820	-	-	-	-	101,820	208,850	-	-	-	-	208,850
Insurance	23,398	-	-	-	-	23,398	80,924	-	-	-	-	80,924
Repairs and maintenance	12,878	-	-	-	-	12,878	26,736	-	-	-	-	26,736
Computer expenses	5,024	-	-	-	-	5,024	5,024	-	-	-	-	5,024
Printing and postage	47,002	-	-	-	-	47,002	100,733	-	-	-	-	100,733
Telephone	13,182	-	-	-	-	13,182	24,434	-	-	-	-	24,434
Office supplies and expenses	2,067	-	-	-	-	2,067	7,793	-	-	-	-	7,793
Equipment rental	10,536	-	-	-	-	10,536	19,902	-	-	-	-	19,902
Depreciation and amortization	8,000	-	-	-	-	8,000	16,000	-	-	-	-	16,000
Professional fees:												
Legal	75,778	-	-	-	-	75,778	167,001	-	-	-	-	167,001
Accounting	26,667	-	-	-	-	26,667	65,000	-	-	-	-	65,000
Arbitration	13,500	-	-	-	-	13,500	43,425	-	-	-	-	43,425
Other	47,655	-	-	-	-	47,655	92,129	-	-	-	-	92,129
Legal settlement	1,555	-	-	-	-	1,555	1,864	-	-	-	-	1,864
Investment expenses	-	1,134	-	-	-	1,134	-	2,267	-	-	-	2,267
Lobbying fees	9,000	-	-	-	-	9,000	18,050	-	-	-	-	18,050
Other	31,828	-	-	-	-	31,828	36,231	-	-	-	-	36,231
Total expenses	\$ 1,881,200	\$ 1,134	\$ -	\$ -	\$ -	\$ 1,882,334	\$ 3,791,352	\$ 2,267	\$ 4,125	\$ -	\$ -	\$ 3,797,744



Brooklyn Local 1-2 Workers

Are Sponsoring

Holiday Helping Hands to All Local 1-2 Members

The First Year in a New Helping Tradition

The Holiday Season should be a time of joy and celebration for you and your loved ones. Yet, we all know hard times can strike us without warning, especially during the Holidays. We Local 1-2 Members who work in Brooklyn want you to know that we will be here for you. So, our pledge this Holiday Season is to sponsor one family of a struggling Union Brother or Sister - wherever they work, and regardless of the Company they work for - and extend our helping hands to them. We intend for this to become an annual tradition. Whether it is an accident, sudden illness, or the long-term disability of you or a loved one, we want to Bring Joy to you and yours. So, we ask you, our Brothers and Sisters, if you know of someone in the Local 1-2 Family who is down on their luck, let us know.

If you need assistance for yourself or a fellow Member please write a letter detailing the Member's circumstances and email it to fmorales01@manhattan.edu

We will choose one Family to be sponsored.

All entries must be submitted by December 1, 2015.

We want you to know if one Member struggles, we all do...

Have a Blessed Holiday Season

GEORGE DILLMAN MEMORIAL

It has been seven years since our Brother George Dillman, 26, was killed on the job in Brooklyn, doing the dangerous, and dirty work of a cable-splicer. We honor his memory on behalf of all Local 1-2 Brothers and Sisters, and Utility Workers everywhere, who work hard every day exposing themselves to danger in all conditions to keep our modern world running.

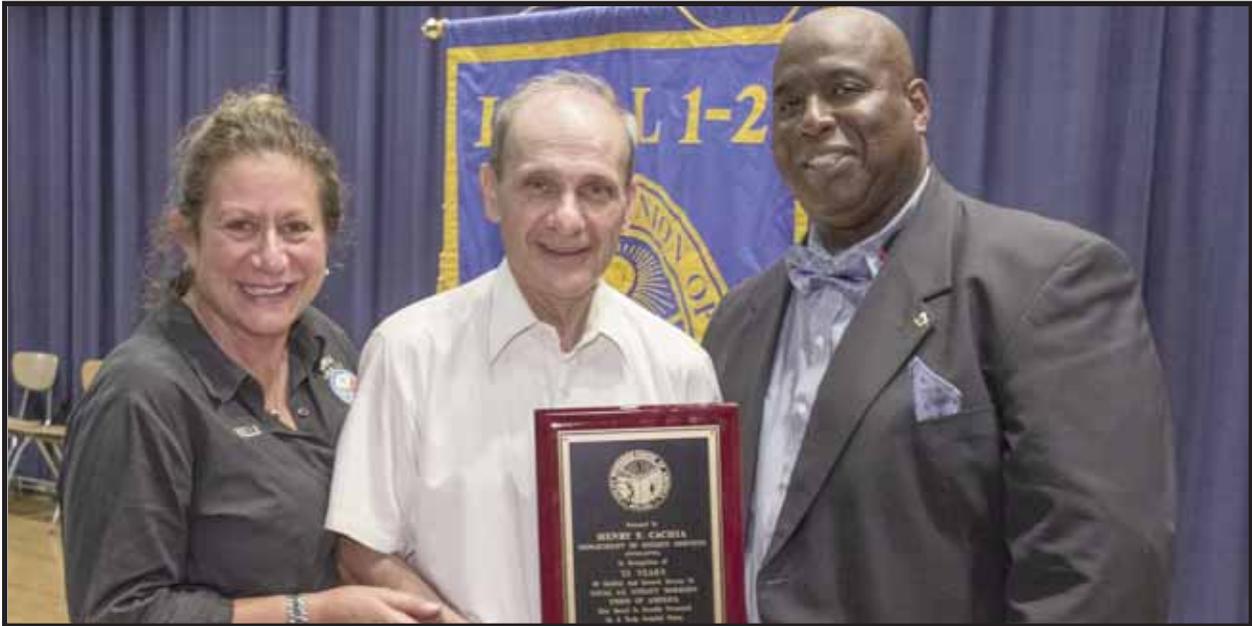
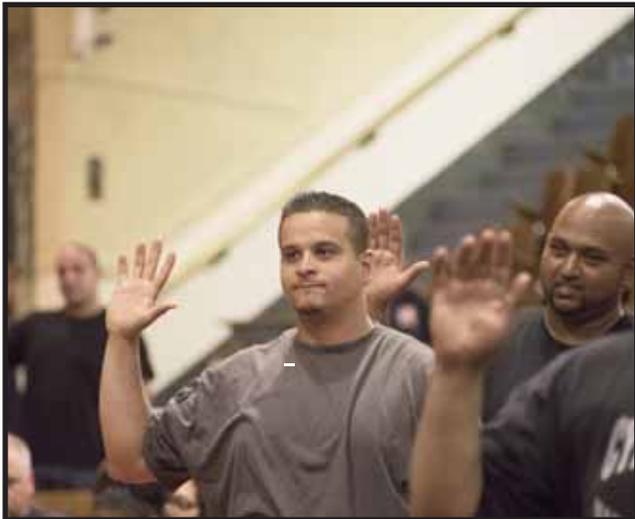


LOCAL 1-2 SCHOLARSHIP WINNERS



Marisa Amari	St. Joseph's University
Kevin Arroyo	St. Francis College
Michaela Lois Asaro	Penn State
Michael Delaro	CUNY City Tech
Christopher Dropp	SUNY Delhi
Angelo Evangelista	Manhattan College
Kathryn Fink	SUNY Fredonia
Erica Garzino	Binghamton University
Ebony Hubbard	NY State University Cortland
Christine Kwan	Buffalo University
Genesis Laracuenta	St. John's University
Bradley Mak	Northeastern University
Allison Muccioli	Sacred Heart University
Angela Munifo	Penn State
Nicole Francine Ostuni	Hofstra University
Daiyaun Patterson	SUNY CORTLAND
Melissa Nicole Rivera	Westchester Community
Caitlin Robson	FIT NYC
Robert Slevin	St. John's University
Matthew Sperrazza	Belmont University
Lauren Sperrazza	University of Delaware
Frank J. Tetto	Lehigh University
Sydney Tuzzo	Brookdale College
Samantha Ubertini	Adelphi University
Kristian Wolterstorf	Point Park University

SEPTEMBER MEMBERSHIP MEETING





UTILITY WORKERS UNION OF AMERICA
Local 1-2, Affiliated with AFL-CIO
5 West 37th Street, 7th Floor, New York, NY 10018



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UNION MEETING



LOCAL 1-2 UTILITY WORKERS UNION OF AMERICA, A.F.L.- C.I.O. **MEMBERSHIP MEETING**

PLACE: THE HIGH SCHOOL OF FASHION INDUSTRIES
225 WEST 24TH STREET, NEW YORK, NY
(BETWEEN 7TH & 8TH AVENUE)

DATE: TUESDAY, NOVEMBER 17, 2015
TIME: 6:15 P.M.

**ADMISSION ONLY TO MEMBERS IN GOOD STANDING
BY UNION CARD OR COMPANY I.D. CARD**

Come for a chance to win
a Thanksgiving Turkey,
Stay for the Membership
Meeting.

Fraternally,

*John Capra
Secretary-Treasurer*