

THE RECORD



LOCAL 1-2
uwua1-2.org



WE CELEBRATE THE WOMEN OF LOCAL 1-2



VOL.LXII, NO. 557 APRIL 2024



**Utility Workers Union of America
LOCAL 1-2**

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Safety Director
Thomas Cunningham

Editor
James Shillitto
Your Views and Comments Are Welcome

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A Message from President, James Shillito
Now is the time to strive for Unity and Unanimity.

Brothers and Sisters, Now is the time to come together. Now is the time to strive for Unity and unanimity. Now is the time to set aside any differences. Now is the time to work together for our common goal.

As most of you know, our current contract with our largest employer, Con Edison, expires in June. This means we will be negotiating a new contract.

If our past few contracts with Con Ed are any indicator, we'll be in for tough, tough talks. Management will come at us seeking to gut the current contract and take away past gains in any new agreement. We will go to them fighting to get you the wages you deserve and the benefits you need for yourselves and your families. We understand that times are tough right now, that it is a constant fight to keep up with rising costs; and we pledge that, with a unified membership, your Officers will bring that fight to the bargaining table.

Management will arrive at the table with unreasonable demands. They are used purposely as an intimidation tactic. They do it every time. It hasn't worked in the past and it will not work now. In 2012, those demands were management's excuse to lock us out. We weathered that attack and came out of it stronger and more dedicated to protecting and expanding benefits for our members.

Management will play endless games with us, trying to cause imbalance in our ranks, trying to turn you against your Union just when we need unity most. They will send people to the bargaining table without authority to make an agreement. They will send negotiators who think they are better, tougher, and smarter than we are. They will do almost anything but get down to real business as they try to frustrate our resolve by dilly-dallying. They will lose. They always do. Why do they always lose at their game? They lose because

we carry the biggest weapon we can, you, our Union Brothers and Sisters. You are what enables us to spend endless days at the table. We go into these sessions with a plan. We go in with experience. And most importantly, we go in with your strike authorization in hand.

In the next few weeks, your Union will be asking for that strike authorization. I cannot express too strongly that the closer we are to a unanimous strike vote, the stronger hand we will have in securing a good, fair, decent contract for you and your families. Brothers and Sisters, this is the most vital action you can take to protect yourself, your families, and your Brother and Sister Members.

A strike authorization from you is the biggest stick in our arsenal. As President Teddy Roosevelt said, "Speak softly, and carry a big stick." That was his philosophy on foreign policy, but that is our policy when we sit down at the table to bargain a new contract.

Do not be mistaken. There is no pro forma way to conclude a bargaining agreement. We need all of you with us. Without your backing, in Unity, we will have no real strength. A strong strike authorization sends a message louder than a thunderclap. Management will sit up at attention. It's the only way to get them focused.

So, give your Union what it needs, and we'll take care of you. Come to the Membership Meeting. Your future is at stake!



A Message from Vice President William Smith

The call to Unity and Solidarity cannot be over emphasized.

President Shillitto outlined exactly what we have in front of us in the coming months, and his call to Unity and Solidarity cannot be over emphasized.

Local 1-2's Women's Caucus did a great job highlighting for their Sister and Brother Members all that they do for the Local, and on the job. As the song lyric says, "Anything you can do, I can do better." They show it every day.

We have had successful Steward training over the past few months. Never forget your Steward is your first line of defense when management tries to implement changes in your work, in violation of our bargaining agreement and the law. It happens all the time; and more frequently in the past 18 months. Your Steward is there to make common sense prevail; and if that doesn't work, to notify your Business Agent. Your Union will not only make sure that a grievance is filed but – in most cases – that a charge is filed against management with the National Labor Relations Board.

In this Record we have the application for the Joseph Caradonna Memorial Scholarship for your sons and daughters who are currently high school seniors and will be continuing their educations. Remember, trade schools count, too.

It was gratifying to see how many Members bought a sports-branded t-shirt at the Membership Meeting in February. The proceeds went into our scholarship fund.

As one of the officers who bargains on your behalf, I'm looking forward to coming into summer with a contract in hand from Con Edison, on time. But we must prepare for all eventualities. It might put a bump in our summer plans for Local 1-2 gatherings, whether it's a baseball night, a memorial golf outing or a

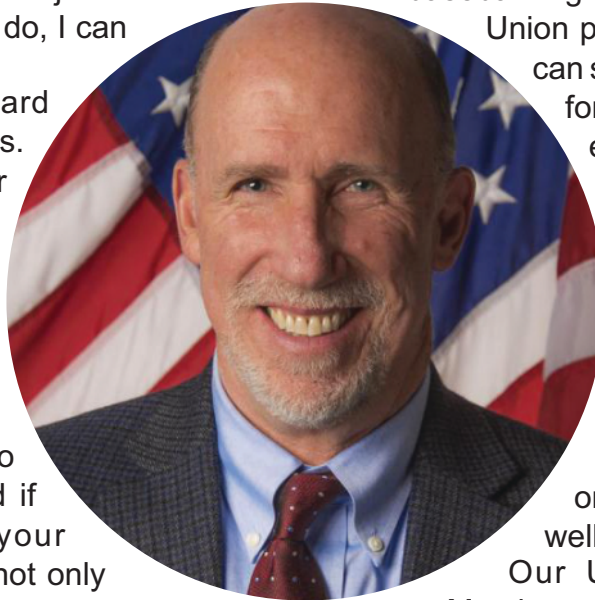
Union picnic. We are confident that we can secure a fair and decent contract for our Members; and all of our energies will be put into the effort to do so.

Coming into our last Membership Meeting before summer and our break from regular Membership Meetings until September, it's vital that you try to be there on April 30.

In person if you can, but your online presence is welcome as well.

Our Union is adding many new Members at the beginning of their careers who have many questions about Unions, Unionism and the great privilege of being a Member of Local 1-2. I suggest you seek answers from your Stewards or Business Agent for any concerns you have. Some of you will have the experience of approving a strike authorization for the first time, or if it becomes necessary participating in informational picketing, or being ready to take your place on the line if a strike is our only recourse.

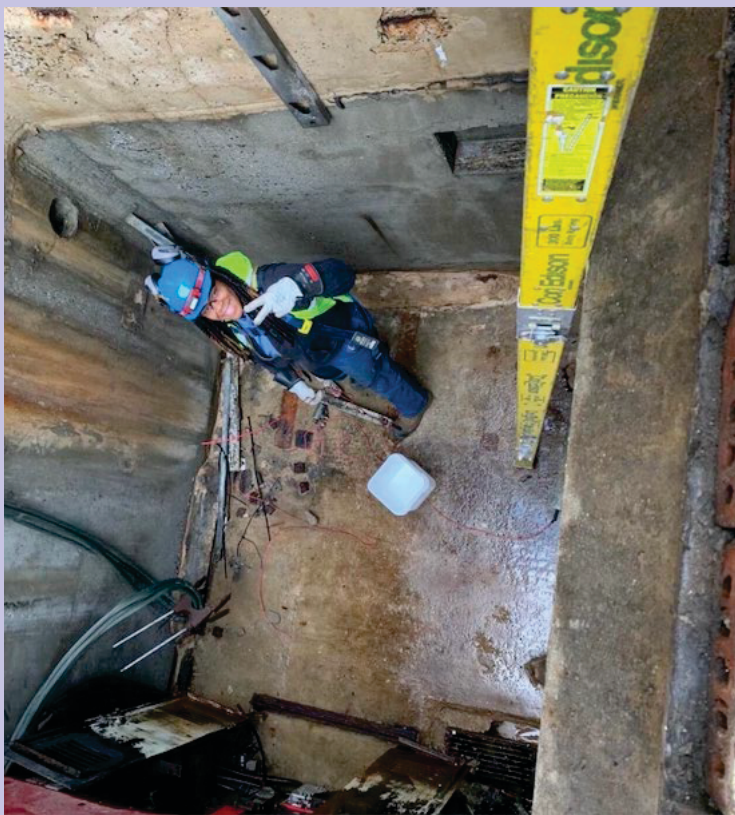
Remember, apathy is lethal. The Boss is not your friend, we are. Unity!



WE CELEBRATE THE WOMEN OF LOCAL 1-2 MARCH WAS WOMEN'S HISTORY MONTH



Liz Shuler, President AFL-CIO (left) and Local 1-2 Women's Caucus Chair Ursula Grant





BENEFITS AVAILABLE TO YOU:

Hospital Choice
with add'l Benefits

Cancer Care
and
Critical Illnesses

Accident
Advantage
24hr coverage



As a member of Local 1-2, you have the opportunity to choose Aflac programs. Exclusively offered to you.

These plans pay cash benefits directly to you instead of the doctors or hospitals, and you can use the money in any way you see fit.

If you like to learn more about the plans, you can reach out to our Aflac Representative.

Scan code below to set up a phone appointment or contact Ms. Perez directly.

Contact information:
Denise Perez
Office: (201) 739-6897
Email: denise_perez@us.aflac.com



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Home Mortgage


Union Plus[®] Mortgage Program

We're glad you're here. Our Wells Fargo team, together with Union Plus, is here to support you with special home financing options and benefits.

[Apply Now](#)  1-866-807-4154

What your Union Plus Mortgage Program provides



Whether you're planning to buy a new home or refinance your present one, we're here to help you move forward with confidence. In addition to the benefits detailed above, you can also:

- Obtain a fully underwritten loan approval to let sellers and real estate professionals know you're a serious buyer.
- Refinance with minimal out-of-pocket expenses when your closing costs are included in the loan amount.
- Get help when you need it. Ask us about our 3% down payment option on a fixed-rate mortgage for eligible buyers.

Talk with a home mortgage consultant about loan amount, type of loan, property type, income, first-time homebuyer, and homebuyer education requirements to ensure eligibility.

Keep in mind that with a low down payment, mortgage insurance will be required, which increases the cost of the loan and will increase your monthly payment. We'll explain the options available, so you can choose what works for you.

STEWARDS TRAINING AT LOCAL 1-2

Shop stewards are the backbone of a strong union, and Local1-2 recently trained an excellent group of volunteers, some seasoned and some brand new, to enforce our contracts.



Local 1-2 and UAWA National Team Prep for Con Ed Negotiations



JOSEPH CARADONNA SCHOLARSHIP FUND

JOSEPH CARADONNA SCHOLARSHIP FUND 2023 ELIGIBILITY REQUIREMENTS

College-bound children of current non-supervisory utilities workers based in New York City or Westchester County are eligible to compete for grants under the Joseph Caradonna Memorial Scholarship. The program provides scholarship grants, to be used toward the payment of college tuition and books.

To qualify as a candidate, a student must be a child of a Utility Worker, who is not a supervisor nor in management, based in New York City or Westchester County and must be a High School Senior graduating in 2024. The scholarship will be paid only to those who have declared their intention to enroll or are already enrolled in a post-high school institution certified by the Department of Education in the state where the institution is located.

Applications (see the following page) must be completed and mailed to:

Joseph Caradonna Scholarship Fund
c/o UWUA Local 1-2, AFL-CIO
8 East 36th Street, 5th Floor
New York, NY 10016
Attention: Scholarship Trustees

All applications must be accompanied by a copy of the official transcript of high school grades covering the first six terms.

To meet the deadline for filing, your application **MUST BE POSTMARKED** no later than June 30, 2024.

After the initial application step, the Scholarship candidates will be required to write an essay of 350 words or more and forward it to the Scholarship Fund office on a date to be announced. The topic of the essay will involve the importance of a Union in the life of the applicant's family, with the specific topic each year revealed in a letter or email sent to each student competing for the Scholarships.

Utility workers themselves, their spouses and their siblings are excluded from participating in the contest, as are the children of full-time Union Officers. The winners will be chosen by the Trustees based on the students' school transcript records and the written essays.

Winners will be notified by mail or email in or before late August and will receive their scholarships at the UWUA Local 1-2 General Membership Meeting held in the Fall of 2024.

The deadline is quickly approaching; so if you want your child to apply for the Scholarship in 2024, please have your child complete the application, get a copy of his/her high school transcript and send in the material as soon as possible.

JOSEPH CARADONNA SCHOLARSHIP FUND APPLICATION

APPLICATION THE JOSEPH CARADONNA SCHOLARSHIP

Sponsored by

The Joseph Caradonna Scholarship Fund
c/o Local 1-2 Utility Workers Union of America, AFL-CIO
8 East 36th Street, 5th Floor, New York, NY 10016 (212) 575-4400

(PLEASE PRINT AND COMPLETE ENTIRE FORM)

Date: _____

College or School I expect to attend:

Name: _____

Date of Birth: _____

Address: _____

Parent's Signature:

Home phone: _____

Name of Parent: _____

Employee Number: _____

Job Title: _____

Department: _____

Company: _____

Work Location: _____

Shop Steward: _____

Parent's Phone number: _____

High School: _____

High School Address: _____

This is to certify that the Candidate, whose name is written on this application, is a candidate for graduation at the end of the term ending June ____, 2024.

Principal's Signature: _____

Principals please note: Applications must be postmarked by June 30, 2024 and must be accompanied by: Official Transcript of High School Grades for at least the first six terms.

LOCAL 1-2 OFFICERS WORK FOR YOU WE GET THINGS DONE FOR YOU

This month, we shine a spotlight on the outstanding officers, agents, and executive board members of our union. Through their leadership and advocacy, we stand stronger together, united in purpose and solidarity.



SCENES FROM THE FEBRUARY MEETING



LOCAL 1-2 FINANCIALS

Utility Workers Union of America, AFL-CIO Local 1-2 Consolidated Statement of Financial Position September 30, 2023

	General Fund (Without Donor Restrictions)	Defense Fund (Without Donor Restrictions)	Political Action Fund (With Donor Restrictions)	Building Fund (Without Donor Restrictions)	Eliminations	Union Total	Holding Corporation (Without Donor Restrictions)	Consolidated Total
ASSETS								
CURRENT ASSETS								
Cash and cash equivalents:								
Cash	\$ 375,233	\$ -	\$ 16,520	\$ 176,851	\$ -	\$ 568,604	\$ 543,796	\$ 1,112,400
Cash equivalents	-	175,861	-	-	-	175,861	-	175,861
Total cash and cash equivalents	375,233	175,861	16,520	176,851	-	744,465	543,796	1,288,261
RECEIVABLES								
Dues	43,969	-	-	17,082	-	61,051	-	61,051
Interest	-	4,802	-	-	-	4,802	-	4,802
Due from other funds	-	1,115,391	19,000	1,582,661	(2,717,052)	-	-	-
Total receivables	43,969	1,120,193	19,000	1,599,743	(2,717,052)	65,853	-	65,853
Prepaid expenses	7,491	-	-	-	-	7,491	-	7,491
Total current assets	426,693	1,296,054	35,520	1,776,594	(2,717,052)	817,809	543,796	1,361,605
NON-CURRENT ASSETS								
Right-of-use assets - operating leases	242,990	-	-	-	-	242,990	-	242,990
Long-term investments	38,124	1,164,438	-	-	-	1,202,562	-	1,202,562
Security deposits	20,614	-	-	-	-	20,614	-	20,614
Property assets, net of accumulated depreciation and amortization of \$111,512	2,628	-	-	-	-	2,628	12,506,319	12,508,947
Total non-current assets	304,356	1,164,438	-	-	-	1,468,794	12,506,319	13,975,113
TOTAL ASSETS	\$ 731,049	\$ 2,460,492	\$ 35,520	\$ 1,776,594	\$ (2,717,052)	\$ 2,286,603	\$ 13,050,115	\$ 15,336,718

LOCAL 1-2 FINANCIALS

Utility Workers Union of America, AFL-CIO Local 1-2 Consolidated Statement of Financial Position - Continued September 30, 2023

	General Fund (Without Donor Restrictions)	Defense Fund (Without Donor Restrictions)	Political Action Fund (With Donor Re	Building Fund (Without Donor Restrictions)	Eliminations	Union Total	Holding Corporation (Without Donor Restrictions)	Consolidated Total
LIABILITIES AND NET ASSETS								
CURRENT LIABILITIES								
Accounts payable and accrued expenses	\$ 717,015	\$ -	\$ -	\$ -	\$ -	717,015	\$ -	717,015
Liability for supplemental pension plan - current portion	22,600	-	-	-	-	22,600	-	22,600
Per capita payable - National Union	960,000	-	-	-	-	960,000	-	960,000
Lease liability - operating leases - current portion	116,643	-	-	-	-	116,643	-	116,643
Mortgage payable	-	-	-	-	-	-	6,227,471	6,227,471
Due to other funds	2,717,052	-	-	-	(2,717,052)	-	-	-
Total current liabilities	4,533,310	-	-	-	(2,717,052)	1,816,258	6,227,471	8,043,729
NON-CURRENT LIABILITIES								
Lease liability - operating leases - non-current portion	129,443	-	-	-	-	129,443	-	129,443
Liability for supplemental pension plan - non-current portion	58,212	-	-	-	-	58,212	-	58,212
Total non-current liabilities	187,655	-	-	-	-	187,655	-	187,655
Total liabilities	4,720,965	-	-	-	(2,717,052)	2,003,913	6,227,471	8,231,384
NET ASSETS								
	(3,989,916)	2,460,492	35,520	1,776,594	-	282,690	6,822,644	7,105,334
TOTAL LIABILITIES AND NET ASSETS	\$ 6,731,049	\$ 2,460,492	\$ 35,520	\$ 1,776,594	\$ (2,717,052)	\$ 2,286,603	\$ 13,050,115	\$ 15,336,718

LOCAL 1-2 FINANCIALS

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

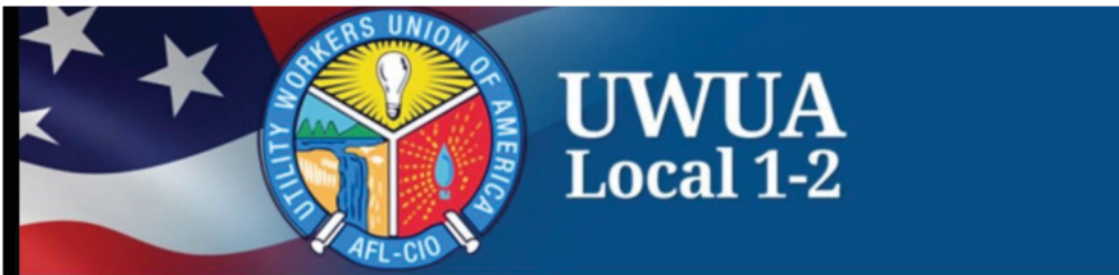
For the period ended September 30, 2023

	Three Months						
	General Fund (Without Donor Restrictions)	Defense Fund (Without Donor Restrictions)	Political Action Fund (With Donor Restrictions)	Building Fund (Without Donor Restrictions)	Union Total	Holding Corporation (Without Donor Restrictions)	Consolidated Total
REVENUE							
Dues and initiation fees	\$ 2,176,858	\$ -	\$ -	\$ 185,618	\$ 2,362,476	\$ -	\$ 2,362,476
Interest and dividends	452	22,881	-	-	23,333	4,402	27,735
Rental income	-	-	-	-	-	44,500	44,500
Other	11,791	-	-	-	11,791	-	11,791
Net assets released from restrictions	-	-	-	-	-	-	-
Total revenue	2,189,101	22,881	-	185,618	2,397,600	48,902	2,446,502
EXPENSES							
Program services	1,611,904	-	-	-	1,611,904	-	1,611,904
Member services	237,103	-	-	-	237,103	(88,640)	198,463
Supporting activities	1,849,007	-	-	-	1,849,007	(88,640)	1,810,367
Management and general	340,094	22,881	-	185,618	548,593	87,542	636,135
Total expenses	(4,284,033)	2,437,611	35,520	1,855,367	44,465	6,424,734	6,469,199
Change in net assets	(45,977)	-	(264,391)	(310,368)	-	-	-
NET ASSETS							
Beginning of period	\$ (3,989,916)	\$ 2,460,492	\$ 35,520	\$ 1,776,594	\$ 282,690	\$ 6,822,644	\$ 7,105,334
End of period							

LOCAL 1-2 FINANCIALS

Utility Workers Union of America, AFL-CIO Local 1-2 Consolidated Schedule of Expenses For the Three Months and Nine Months Ended September 30, 2023

	Three Months						
	General Fund (Without Donor Restrictions)	Defense Fund (Without Donor Restrictions)	Political Action Fund (With Donor Restrictions)	Building Fund (Without Donor Restrictions)	Union Total	Holding Corporation (Without Donor Restrictions)	Consolidated Total
SALARIES, BENEFITS AND RELATED COSTS	\$ 821,545	\$ -	\$ -	\$ -	\$ 821,545	\$ -	\$ 821,545
Salaries	60,921	-	-	-	60,921	-	60,921
Payroll taxes	209,817	-	-	-	209,817	-	209,817
Employee benefits	57,632	-	-	-	57,632	-	57,632
Business agents' expenses	3,325	-	-	-	3,325	-	3,325
Lost time wages	36,035	-	-	-	36,035	-	36,035
Executive board and other allowances	-	-	-	-	-	-	-
PER CAPITA TAXES	653,799	-	-	-	653,799	-	653,799
National union	9,694	-	-	-	9,694	-	9,694
Other	-	-	-	-	-	-	-
TRAVEL, MEETINGS, CONVENTIONS AND NEGOTIATIONS	73,866	-	-	-	73,866	-	73,866
Automobile expenses	87,497	-	-	-	87,497	-	87,497
Meetings, conferences and negotiations, net of reimbursements	9,071	-	-	-	9,071	-	9,071
Education, books and publications	-	-	-	-	-	-	-
OCCUPANCY COSTS	9,256	-	-	-	9,256	1,989	11,245
Rent and utilities	19,499	-	-	-	19,499	1,210	20,709
Insurance	2,641	-	-	-	2,641	2,265	4,906
Repairs and maintenance	-	-	-	-	-	-	-
OFFICE EXPENSES	28,028	-	-	-	28,028	-	28,028
Printing and postage	11,012	-	-	-	11,012	-	11,012
Telephone	4,564	-	-	-	4,564	-	4,564
Office supplies and expenses	(20,918)	-	-	-	(20,918)	-	(20,918)
Equipment rental	15,854	-	-	-	15,854	-	15,854
Computer expenses	(424,296)	-	-	-	(424,296)	(44,104)	(468,400)
Other	-	-	-	-	-	-	-
DONATIONS	32,832	-	-	-	32,832	-	32,832
Contributions, gifts and awards	-	-	-	-	-	-	-
PROFESSIONAL FEES	56,104	-	-	-	56,104	-	56,104
Legal	29,166	-	-	-	29,166	-	29,166
Accounting and audit	21,875	-	-	-	21,875	-	21,875
Arbitration	7,050	-	-	-	7,050	-	7,050
Lobbying	18,680	-	-	-	18,680	-	18,680
Other	708	-	-	-	708	-	708
Legal settlement	13,750	-	-	-	13,750	-	13,750
Election expenses	-	-	-	-	-	-	-
Investment expenses	-	-	-	-	-	-	-
TOTAL EXPENSES	\$ 1,849,007	\$ -	\$ -	\$ -	\$ 1,849,007	\$ (38,640)	\$ 1,810,367



We Value Your Feedback Con Edison Contract Negotiations

Brothers and Sisters,

The Con Edison contract negotiations are approaching. We appreciate that many of you have already shared your priorities with us. For those of you who haven't had a chance yet, we invite you to complete the survey below. Your input is valuable in helping us move forward.

[SHARE FEEDBACK](#)

<https://us9.list-manage.com/survey...>

Utility Workers Union of America

Local 1-2, Affiliated with AFL-CIO

8 E 36th Street, 5th Floor, New York, N.Y. 10016



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1-2 UNION

MEETING

UWUA LOCAL 1-2 In Person Meeting

Place: Salvation Army Headquarters

120 West 14th Street, New York, NY 10011

Date: Tuesday April 30, 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 April 30, 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