



The Record

LOCAL 1-2

POWER 4 AMERICA

UWUA ENERGIZED COAST TO COAST

UWUA NATIONAL PRESIDENT MIKE LANGFORD,
LOCAL 1-2 VICE PRESIDENT JAMES SLEVIN MEET IN CHICAGO





The Record

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

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**Your Views
And Comments
Are Welcome**

THE RECORD LOCAL 1-2

Vol. LXI, No. 530
SEPTEMBER 2013

Don't Forget The Union Label

A song by Thomas H. West ©1901 Thomas H. West

There's a precious little emblem that's familiar to you
all

It's a tried and true protector, come what may
And where labor is united in response to duty's call
There this brilliant little star lights up the way
For its mission is to bring about the brotherhood of
man

There is nothing can your rights so well defend
So help it on with deed and word in every way you
can

Don't forget the union label, it's your friend

Chorus:

It will make improved conditions, better homes, a bet-
ter wage

And your aid to its advancement you should lend
It will make your country better. It will brighten histo-
ry's page

Don't forget the union label, it's your friend

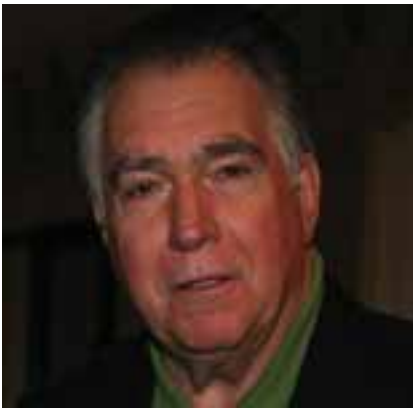
Though apparently so silent yet it speaks thro'out the
land

For the noble cause it's striving to uphold
And to free the sweat shop slaves the union label
takes a stand

From their wretchedness and miseries untold
It will educate the people to the evils that exist
And success will crown its efforts in the end
Help it on its noble mission it will win if you persist
Don't forget the union label it's your friend

FROM THE DESK OF

HARRY J. FARRELL – PRESIDENT, LOCAL 1-2



Labor is under a major assault. Most recently it was the fight over the National Labor Relations Board, essentially the last federal protection for Union Brothers and Sisters. Until late July it looked as if the Koch brothers and the Kevin Burkes and the Fox newsmen and their fellow-travelers were going to get their way to keep the NLRB from functioning. With a major effort, Labor finally prevailed. We now have a working, legally recognized, NLRB.

But this was not accomplished in a vacuum. It was a massive effort to turn around Congress and get it to do the right thing. Effort takes shoe-leather and face-to-face work to get the job done.

You pay us to get in your employers' faces on your behalf. When you are out in the field it's hard sometimes to look at the work that is done by the Brothers and Sisters who are advocating for you every day to force the Bosses to abide by the contract and the law of the land.

Two of your representatives who embody the shoe leather and get in your face work ethic are Vice President Jim Slevin and Senior Business Agent Jim Shillitto. Both of these Brothers are delighted each day to cause massive headaches for the

Bosses. Just look at the new contract Jimmy Slevin hammered out for our Ravenswood Brothers and Sisters. Or try to witness Jimmy Shillitto down at 4 Irving Pl. digging his teeth like a pit-bull into Dr. Alexander and her arbitrary and contradictory medical opinions. Shillitto provides nightmares to the Bosses. And Slevin never met a Boss who was a friend. These guys don't watch Fox News and they never grab a beer with a Boss.

Vice President Slevin, Sr. BA Shillitto and the rest of your agents are truly throwbacks to the golden age of Labor half a century ago when Unions were at their height. You will be wise not to forget it, because Kevin Burke hasn't, Craig Ivey hasn't, Mary Adamo hasn't. Those Bosses are throwbacks too. Throwbacks to the days of Union busting, hired goons and turning Gatling guns on Workers. This is no exaggeration. That's how bad Con Edison wants Local 1-2 to go away for good.

We know 2013 isn't the working world of 50 years ago. Most Bosses came up through the ranks then. CEO pay was not 273 times the salary of the average worker. Back then the obscene pay packages we see lavished on people like Kevin Burke were called by their proper name-Greed. Today the naked greed of the Kevin Burkes of this world is breathtaking. And all this wealth is accumulated on your back. And the Bosses still claim that we are the ones overpaid and that they should be paid more. Burke made it clear, until the press and the Governor saw he had reached into the till to grab another \$300,000 for himself, that \$7 MILLION was not enough for him; but he locked out Local 1-2 members

because he wanted to take away your sick leave, he wanted you to pay hundreds more dollars each month for your health care and he wanted to freeze your wages.

What I know today is that without a Union, without Local 1-2, we would have no health insurance at all. No sick time. No pensions. No vacation. No wage increases. Nothing! The Bosses-and I'm talking about Kevin Burke and his morally bankrupt cohort-would grind us under their boot heels. Big money. Big Capital. Wall Street. These players have no conscience, they care nothing for you or your loved ones or your life. They'll squeeze everything they can from your body (they deny workers have a soul) and turn you out on the street.

You'll read in this edition just what Con Ed's greed and lack of readiness wrought on New York City-the economic heart of the world-during Superstorm Sandy. You'll read the sad, cynical tale of what Kevin Burke, in his unfettered greed, has visited upon all of the people of New York City and Westchester County.

Brothers and Sisters-now more than ever-I urge you to get involved with Local 1-2. I urge you to read your contract. Know it by heart. The Bosses will nickel and dime you. The Bosses will give you the carrot of overtime but then write you up to cover their asses. As always remember: **APATHY IS LETHAL!!**

FROM THE DESK OF

JAMES SLEVIN - VICE PRESIDENT, LOCAL 1-2



Brothers and Sisters, coming into the September 2013 Membership Meeting, we find Local 1-2 strengthening after the bruising Lockout of 2012 and the catastrophe of Superstorm Sandy.

This summer we reached a Collective Bargaining Agreement with TransCanada for our Members at Ravenswood in Queens which was approved by a 90% vote in favor. Like all contracts, it isn't perfect, but it has significant good points and I believe serves our Members well.

I do not have to tell many of you what Con Edison has been up to in the past quarter as it continues in its cynical way to attack us at every turn.

In the meantime, the Moreland Commission, which was created by Gov. Cuomo to look into how state utilities reacted to Sandy, issued its final report and recommendations. You will read some of it in this issue. But the conclusions are

nothing new to you, Brothers and Sisters, who see every day Con Ed's glaring inadequacies and its "do it on the cheap" corporate mind-set.

Sure the Moreland Commission pointed out what we already know. Now, we are pressuring the New York State Public Service Commission to begin treating Con Ed like a real public service and not as a private piggy bank for Kevin Burke and his Dividend Aristocrat cronies. It is you, the Local 1-2 Members -with your labor - who have created this cash cow. You know and I know that Burke and Company think only of themselves first and second, the paying customers a distant third and the Members of Local 1-2, who keep the whole shebang operating, last, if at all.

You will read some of the Commission's recommendations. Specifically where it concerns us is in Con Ed's need to keep adequate staffing levels.

This brings us to the Public Service Commission where Local 1-2 has party status in Con Ed's current rate case, in which we are showing that Con Ed must hire more people and get rid of its reliance on contractors. In essence, we are asking the PSC to do its job and make sure that this public utility has the staff to do the job, to maintain and improve the system and to do it

right. This idea was not lost on the Moreland Commission which singled out the PSC for some harsh judgment of its own failings. These matters combined, we are looking to add Local 1-2 Members to our ranks.

Another daily battle front is at Con Ed's Medical where Dr. Alexander seems to be there not to look out for your well-being but to find some excuse to put you on C-6 and then hold the door on your way out. This is not practicing occupational medicine. It seems she has a mission from above to find any excuse to terminate our Members instead of helping you get better or improving Con Edison's operations so that you don't get hurt to begin with. It is not going to work. Many of you have heard or, far worse, know of first hand some of the so-called "medical" decisions she has been making. We're confident we will prevail on the merits but in the meantime Dr. Alexander is running amok on Irving Place.

This all brings me back to the first lesson I learned on the job: "Your Boss is not your friend." Come to the September Meeting. It's your Union!

MORELAND COMMISSION
ON UTILITY STORM PREPARATION AND RESPONSE



FINAL REPORT
June 22, 2013

Co-Chairs
Robert Abrams
Benjamin Lawsky

Appointed by
Governor Andrew M. Cuomo

CON ED WASN'T "ON IT"

MORELAND REPORT

STATE OF NEW YORK



Co-Chairs

Robert Abrams
Benjamin Lawsky

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Dyson
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Mark Green
Joanie Mahoney
Kathleen Rice
Dan Tishman

Moreland Commission

Appointed by

Governor Andrew M. **Cuomo**

Executive Director

Regina Calcaterra

June 22, 2013

Honorable Andrew M. Cuomo
Governor of the State of New York
State Capitol
Albany, New York 12224

Dear Governor Cuomo:

The Moreland Commission on Utility Storm Preparation and Response, co-chaired by Robert Abrams and Benjamin Lawsky, is pleased to present you with this Final Report.

As discussed in our Interim Report, the unprecedented 2012 landfall of Hurricane Sandy illustrated that utilities are woefully unprepared to manage the growing threat posed to New York State by catastrophic storms. At Hurricane Sandy's peak, electric service to 2.2 million New York customers was lost, with many left in the dark for weeks after. Measuring at nearly 1,000 miles across, Sandy left New York after causing 53 deaths, and was one of the most costly hurricanes recorded in the nation's history. New York State also encountered several severe storms through 2011, namely the 2008 Ice Storm, as well as Hurricane Irene and Tropical Storm Lee. Combined, these earlier storms caused over 1.5 million power outages across the State and presented hazardous flooding and icing conditions. As a result of Irene and Lee, the Governor declared a state of emergency in 38 of New York's 62 counties. These weather events demonstrated several deficiencies within our utility system, including a systemically poor coordination of restoration efforts...

MORELAND REPORT

CON EDISON

Con Edison's service territory includes the majority of New York City and Westchester County. Over 900,000 customers in Con Edison's service territory suffered electric outages at the peak of Hurricane Sandy, representing approximately 27% of its customer base. Con Edison also experienced significant coastal flooding. The last customer not affected by flooding was restored 15 days after the storm made landfall. In contrast, during Hurricane Irene, which did not produce significant flooding in Con Edison's service territory, approximately 200,000 customers lost power (with no outages in Manhattan), representing approximately 6 percent of its customers, and with the last customer restored eight days after the storm made landfall. The Commission's investigation of Con Edison uncovered numerous problems with its performance during Sandy. Con Edison's preparation for and response to flooding was inadequate, and prolonged the duration that customers were out of power. In addition, Con Edison struggled to develop accurate and timely ETRs during Hurricane Sandy, as slow damage assessment and technical problems forced Con Edison to use paper forms to transmit information from the field to engineering. In addition to the deficiencies in Con Edison's ETR communications, Con Edison's public outreach in general was often reactive rather than proactive, leaving many customers and local stakeholders confused and frustrated. Given the problems replete in Con Edison's storm performance, the Commission believes that Con Edison must seriously re-evaluate its storm preparation and response and adopt swift and substantive improvements before the next storm hits the region.

CON EDISON'S PREPARATION AND RESPONSE TO COASTAL FLOODING WAS INADEQUATE

The Commission's investigation found that prior to Hurricane Sandy, Con Edison was not adequately prepared to respond to a major storm event involving significant storm surge flooding. Con Edison was severely affected by coastal flooding during Hurricane Sandy, where around 30,000 of its customers experienced flood damage. Addressing and processing customers' damaged electric equipment proved problematic during Hurricane Sandy. Con Edison also faced significant flooding to its own equipment, including flooding that resulted in an explosion-like arcing of a piece of equipment in its East 13TH Street Transmission Substation. Additional flooding resulted in the automatic shutdown of the East 13th Street and East River Transmission Substations, which caused the loss of power to over 220,000 customers in lower Manhattan. The Commission believes that Con Edison should have taken additional measures to prepare for and respond to the storm surge flooding experienced during Hurricane Sandy.

- **Con Edison Took Over a Week to Develop and Publicize an Effective Plan for Flooded Customers**
- **Con Edison Lacked Sufficient Resources to Address the Effects of Flooding to Customer Equipment**

MORELAND REPORT

- **Con Edison Failed to Coordinate with Gas Suppliers prior to Reenergizing Customers**

- **Documenting Decisions to Preemptively De-energize Company Equipment**

During Hurricane Sandy, Con Edison did not adequately document the decision-making process for de-energizing Company-owned electrical equipment. Con Edison's Corporate Coastal Storm Plan ("CCSP") did not require the adequate documentation of real-time decision-making regarding the preemptive shutdown of Con Edison electrical equipment. The CCSP, however, contemplated the need to make real-time decisions with respect to the preemptive shutdown of specific Con Edison equipment, such as networks or substations. To inform this decision-making, Con Edison has water level sensing equipment at various critical, flood-prone locations. Con Edison also places human "spotters" at these locations to supervise and report on flooding conditions to the decision-makers at the various command and control centers.

The Commission found that Con Edison does not maintain a real-time log of the information that it receives from the field. Further, Con Edison does not maintain a record of the decision-making process leading to a potential shutdown. As a result, there is no written record available after a storm event to evaluate the facts on the ground when decisions are made to preemptively shut down—or not shut down—a network, area substation or a major transmission station (e.g., East 13th St.).

- **Con Edison's Storm Plan Does Not Adequately Account for Variations in Storm Conditions**

Recommendations:

- **Con Edison should revise its CCSP plan to include actions needed to prepare, respond and communicate effectively with all affected customers and other stakeholders in the event of widespread flooding.**
- **Discard all the discontinued meter isolation safety devices it may have in stock and replace its supply with the currently accepted model.**
- **Include in its revised coastal flood plan a Task Force with the responsibility for response to widespread flooding, including, and at a minimum, representatives from Con Edison, NYCDOB and the NYCOEM. In Con Edison's service territory outside New York City, a similar approach should be used with the members to include the utility, the appropriate OEM staff, and the authority having jurisdiction in certifying electric services.**
- **Formalize in its storm plan the practice it used during Hurricane Sandy of seeking out licensed electricians or other trained inspectors to assist with the assessment and isolation of affected customers.**

MORELAND REPORT

- **Implement a record-keeping protocol for the facts and observations being used when deciding to preemptively shutdown or de-energize/isolate equipment to assist those who may be evaluating the decisions made or actions taken after the event.**
- **Con Edison's planning guidelines must be flexible enough to allow real-time adjustment for more severe or unusual weather events.**
- **Coordinate efforts with the City of New York and National Grid gas to better align restoration activities following severe weather events.**
- **Include a warning on electric customers' self-certification forms about the importance of ensuring customers' gas equipment has been inspected and repaired, where applicable, prior to their electricity being restored.**

ETR PROBLEMS

For example, Con Edison's OMS (known as STAR) had never been tested to perform during a storm the size of Hurricane Sandy. Con Edison's most recent storm drill simulated a storm that caused five times less damage than Hurricane Sandy. In addition, Con Edison's damage assessment and outage management systems were overwhelmed by the volume of users. As a result, STAR was unable to keep up with the volume of outages being reported, which forced Con Edison to take the system offline for an hour and a half to install a software update. WebTrouble, software Con Edison uses to integrate its damage assessment with its work package process, also experienced a user volume overload and was not functioning as intended during Hurricane Sandy. Consequently, Con Edison was forced to use paper forms to transmit information between the damage assessment units and engineering.

CON EDISON'S CREW ALLOCATION METHODOLOGY IS AD HOC

Because of its size and separate service regions, Con Edison must allocate any crews it receives as part of the contracting and mutual assistance process among its various operating divisions. The Commission found, however, that Con Edison's process for allocating these resources was not methodical and based on ad hoc criteria. In the absence of formal, agreed-upon protocols for crew allocation, Con Edison leadership allocates crews using less concrete criteria. For example, during Hurricane Sandy, it allocated crews to ensure that all service territories were restored at about the same time. As its incident commander during Hurricane Sandy acknowledged, this consideration is in part practical, and in part political, stemming from Con Edison's desire to avoid a public perception that "there's a preferred class or preferred region" in the restoration process. While this approach may allay public anger, it contributed to a sense within Con Edison's service territories that other areas were receiving more than their fair share of the crews given those areas' relative damage level.

MORELAND REPORT

- **CON EDISON EXPERIENCED RESOURCE SHORTAGES**

- Formalize in the CCSP the steps it took during Hurricane Sandy to reach out to contacts within New York City, the State, and the federal government to aid in obtaining materials that were in short supply. Con Edison should interact with these agencies during non-storm periods to identify available resources and resolve concerns so any future requests and provisions of resources are done efficiently.

- **CON EDISON NEEDS EARLIER, MORE PROACTIVE PUBLIC OUTREACH**

Inaccurate Information Provided to Customers

During Hurricane Sandy, Con Edison on at least two occasions provided inaccurate information to its customers. On one occasion, individuals whose residences could not be re-energized due to flood damage to electrical equipment received robo-calls informing them that their power would be restored later that day. In addition, Con Edison suffered problems with its website's outage map during Hurricane Sandy. The outage map was at times inaccurate and became a source of frustration for customers. Another website problem involved an auto-generated message that would appear after customers reported an outage. The website stated that Con Edison was not aware of an outage in that area, which added to customer confusion about Con Edison situational awareness during storm restoration.

CRITICAL INFRASTRUCTURE

Recommendation:

- **Coordinate with local governments immediately to identify critical infrastructure facilities and include these facilities on updated lists to be shared with municipalities.**

RAVENSWOOD SMOKES UP TRANSCANADA TALKS



RAVENSWOOD/TRANSCANADA CONTRACT



FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Financial Position
March 31, 2013

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Eliminations	Total
ASSETS						
Current assets:						
Cash and cash equivalents:						
Cash	\$ (14,915)	\$ -	\$ (346)	\$ 17,906	\$ -	\$ 2,645
Cash equivalents	-	433,787	-	-	-	433,787
Total cash and cash equivalents	<u>(14,915)</u>	<u>433,787</u>	<u>(346)</u>	<u>17,906</u>	<u>-</u>	<u>436,432</u>
Receivables:						
Dues	47,686	-	-	-	-	47,686
Accounts receivable - other	3,480	-	-	-	-	3,480
Interest	-	8,604	-	-	-	8,604
Due from other funds	-	67,726	-	-	(67,726)	-
Total receivables	<u>51,166</u>	<u>76,330</u>	<u>-</u>	<u>-</u>	<u>(67,726)</u>	<u>59,770</u>
Prepaid expenses	<u>42,052</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>42,052</u>
Total current assets	<u>78,303</u>	<u>510,117</u>	<u>(346)</u>	<u>17,906</u>	<u>(67,726)</u>	<u>538,254</u>
Non-current assets:						
Long-term investments	113,728	1,018,584	-	-	-	1,132,312
Security deposits	38,104	-	-	-	-	38,104
Property assets, net of accumulated depreciation and amortization	<u>122,964</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>122,964</u>
Total non-current assets	<u>274,796</u>	<u>1,018,584</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,293,380</u>
Total assets	<u>\$ 353,099</u>	<u>\$ 1,528,701</u>	<u>\$ (346)</u>	<u>\$ 17,906</u>	<u>\$ (67,726)</u>	<u>\$ 1,831,634</u>

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Financial Position (Continued)
March 31, 2013

LIABILITIES AND NET ASSETS

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Eliminations	Total
Current liabilities:						
Accounts payable and accrued expenses	\$ 454,620	\$ -	\$ -	\$ -	\$ -	\$ 454,620
Liability for supplemental pension plan - current portion	8,575	-	-	-	-	8,575
Due to other funds	<u>67,726</u>	-	-	-	<u>(67,726)</u>	<u>-</u>
Total current liabilities	<u>530,921</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>(67,726)</u>	<u>463,195</u>
Non-current liabilities:						
Liability for supplemental pension plan - non-current portion	302,277	-	-	-	-	302,277
Liability for deferred compensation plan	<u>81,052</u>	-	-	-	-	<u>81,052</u>
Total non-current liabilities	<u>383,329</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>383,329</u>
Total liabilities	914,250	-	-	-	(67,726)	846,524
Unrestricted net assets	<u>(561,151)</u>	<u>1,528,701</u>	<u>(346)</u>	<u>17,906</u>	<u>-</u>	<u>985,110</u>
Total liabilities and net assets	<u>\$ 353,099</u>	<u>\$ 1,528,701</u>	<u>\$ (346)</u>	<u>\$ 17,906</u>	<u>\$ (67,726)</u>	<u>\$ 1,831,634</u>

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Statement of Activities
For the three months ended March 31, 2013

	Three Months				
	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Total
Revenue:					
Dues and initiation fees	\$ 1,788,727	\$ -	\$ -	\$ -	\$ 1,788,727
Interest and dividends	246	2,818	-	-	3,064
Other	2,251	-	-	1,760	4,011
Total revenue	1,791,224	2,818	-	1,760	1,795,802
Expenses:					
Program services - member services	1,518,264	905	-	380	1,519,549
Supporting activities - management and general	379,566	226	-	95	379,887
Total expenses	1,897,830	1,131	-	475	1,899,436
Change in net assets	(106,606)	1,687	-	1,285	(103,634)
Unrestricted net assets:					
Beginning of period	(454,545)	1,527,014	(346)	16,621	1,088,744
End of period	\$ (561,151)	\$ 1,528,701	\$ (346)	\$ 17,906	\$ 985,110

FINANCIAL STATEMENTS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
 (Supplementary Information)
Schedule of Expenses
 For the three months ended March 31, 2013

	Three Months				Total
	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	
Salaries	\$ 565,599	\$ -	\$ -	\$ -	\$ 565,599
Payroll taxes	48,203	-	-	-	48,203
Employee benefits	108,724	-	-	-	108,724
Business agents' expenses	40,051	-	-	-	40,051
Lost time wages	11,178	-	-	-	11,178
Executive board and other allowances	35,229	-	-	-	35,229
Per capita taxes:					
National union	479,967	-	-	-	479,967
Other	11,350	-	-	-	11,350
Automobile expenses	47,570	-	-	-	47,570
Meetings, conferences and negotiations net of reimbursements	11,217	-	-	-	11,217
Education, books and publications	750	-	-	-	750
Contributions, gifts and awards	7,556	-	-	475	8,031
Rent and utilities	72,885	-	-	-	72,885
Insurance	47,240	-	-	-	47,240
Repairs and maintenance	12,930	-	-	-	12,930
Printing and postage	136,696	-	-	-	136,696
Telephone	13,113	-	-	-	13,113
Office supplies and expenses	9,093	-	-	-	9,093
Equipment rental	8,940	-	-	-	8,940
Depreciation and amortization	12,260	-	-	-	12,260
Professional fees:					
Legal	97,932	-	-	-	97,932
Accounting	32,500	-	-	-	32,500
Arbitration	30,125	-	-	-	30,125
Other	43,084	-	-	-	43,084
Investment expenses	-	1,131	-	-	1,131
Lobbying fees	9,050	-	-	-	9,050
Other	4,588	-	-	-	4,588
Total expenses	\$ 1,897,830	\$ 1,131	\$ -	\$ 475	\$ 1,899,436

LOCAL 1-2 TREE TRIMMERS



APRIL MEMBERSHIP MEETING



APRIL 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: THURSDAY, SEPTEMBER 12, 2013
TIME: 6:15 P.M.

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

Fraternally,

Lucia E. Pagano
Secretary-Treasurer

IT'S IMPORTANT