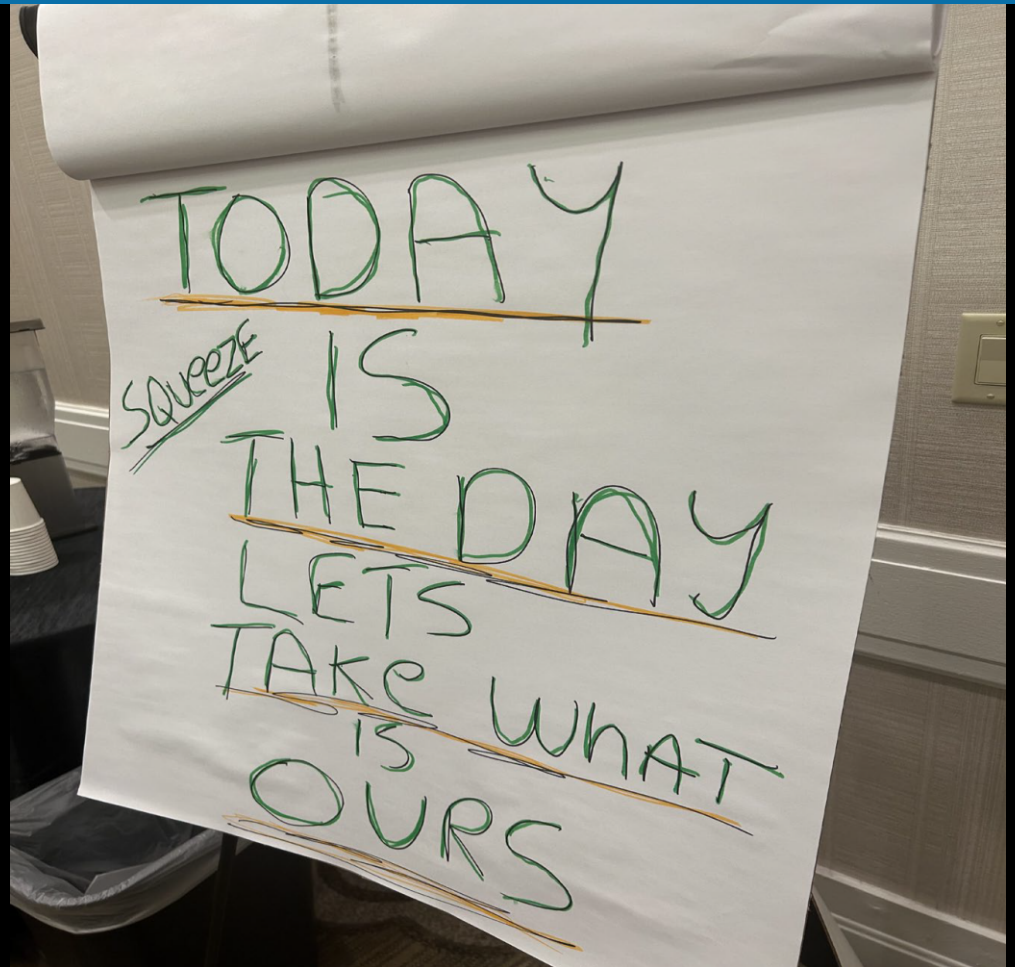


THE RECORD RECORD



LOCAL 1-2
uwua1-2.org

**WE DID IT!
RECORD CONTRACT
WITH CON ED,
HISTORIC MARGIN
OF APPROVAL**



NOTE: IMPORTANT IN-PERSON VOTE AT MEMBERSHIP MEETING. SEE BACK PAGE FOR DETAILS.

VOL.LXII, NO. 558 AUGUST / SEPTEMBER 2024



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

President	<i>James Shillitto</i>
Vice President	<i>William Smith</i>
Acting Secretary-Treasurer	<i>Steven D'Auria</i>
Senior Business Agents	<i>Thomas Martin Frank Morales Darryl Taylor</i>
Business Agents	<i>Frank Dominguez Frank Feilecia Emilio Frederick Robert Griffin Rich Nasca Michael Peña Robert Vuono</i>
Financial Observers	<i>Wade Dennis Sharon Griffith Michael McCann</i>

Executive Board

Chairman - William Connolly
Secretary - Christopher Katzmann

<i>Timothy Burton</i>	<i>Archangelo Minetti</i>
<i>Kevin Byfield</i>	<i>Jack Mota</i>
<i>Paul Caminiti</i>	<i>Joel Pacheco</i>
<i>Cheryl Covington</i>	<i>Angelo Romano</i>
<i>Bruce Edwards</i>	<i>Anthony Salomon</i>
<i>Ursula Grant</i>	<i>John Scarpa</i>
<i>Henry Gutierrez</i>	<i>Carmine Somma</i>
<i>Milagros Valentin-Graham</i>	<i>Ryan Steffenson</i>
<i>John Harris</i>	<i>Justo Vega</i>
<i>William House</i>	<i>Marc Vingelli</i>
<i>Shawn King</i>	<i>Joseph Wolfinger</i>
<i>Vinny Labocetta</i>	

Safety Director
Thomas Cunningham

Editor
James Shillitto
Your Views and Comments Are Welcome

IN THIS ISSUE

President's Message

Congratulations to our Con Ed Members...3

Vice President's Message

Our extreme gratitude.....4

Agreement Highlights

.....5-6

Charity Golf Outing

.....7

Labor Day Parade

.....8

Women's Caucus

.....9

Never Forget

.....10

Financials

.....11-14

Scenes from

Around Local 1-2.....15



A Message from President, James Shillito
I want to congratulate our Con Edison Members.

Brothers and Sisters. First, I want to congratulate our Con Edison Members for the solidarity they showed during our contract negotiations in June, and for their overwhelming support for a new contract, which was approved by a historic record margin of 92%.

With a total 17.83% wage increase over four years, this set a standard in our industry that we plan to carry over to other Collective Bargaining Agreements that are now in progress or coming up in the new year. You will see in the re-cap, in this issue, that Local 1-2 prevailed at the bargaining table.

What we did this year, that set the pace, was to have subject matter experts, whether Business Agents or Shop Stewards, in their respective areas bargain directly with the company. The level of knowledge displayed in these talks by our Members, and the willingness to play hardball, made givebacks demanded by the company non-starters.

This could not have been accomplished without the authorization to strike and without the total

commitment of every Member to a fair, decent contract, acknowledging the work we do every day.

To have this trend-setter contract will only provide us with the ammunition we need to bargain from strength with each company that employs our Members. Kudos to one and all.

Please attend the Membership Meeting, whether in person or via Zoom, as we have important business to address in September.

The only constant we have is change. There are changes to be made at the Membership Meeting, special announcements, and the chance to join in unity and solidarity.

It was touch and go with Con Ed in June, given the company's record, but we prevailed because of you. Happy Labor Day. Remember 9/11, forever in our memory, and get ready for the future.

Remember, the Boss is not your friend. Your Union has your back.



A Message from Vice President William Smith

Our extreme gratitude to the Membership in standing strong.

Brothers and Sisters. I join President Shillitto in extending our extreme gratitude to the Membership in standing strong this past June as we were able to present our Con Edison Members with an agreement that helps insure dignity and respect for all Local 1-2 Members and helps secure bright futures for ALL Members and their families.

With that historic support behind us, as your elected officers, we cannot thank the Membership enough for the strength we are given to fight on your behalf.

In these times when certain politicians are seeking to cut Social Security, remove all safety nets for those least among us, and demonize the less fortunate, we hope to become a shining light for workers everywhere. We make the world work, we demand dignity and respect for all workers, so that we can celebrate our differences without fear or favor.

The past four years have dramatically changed

the workplace, whether from the office or out in the field. The pandemic crisis and the economic recovery from those dark days made clear that workers, especially Union workers, are the people that keep the power on, hospitals staffed,

markets operating. All the every day things we take for granted in modern life come solely from the workers and not the elites. We demand the fruits of our labor and we will get them.

These are stakes we have now, especially with the government mandated clean energy age starting to emerge.

What we at Local 1-2 are committed to is ensuring that during this vast upheaval from old to new, Utility Workers will reap the high skilled jobs, already here. We are the non-replaceable professionals they need to power the new energy world.

Be at the Membership Meeting. Apathy is Lethal. We are stronger than ever, and our ranks are increasing.



KEY HIGHLIGHTS OF THE AGREEMENT



Brothers and Sisters,

**UWUA Local 1-2 has ratified the terms of a new
4-year collective bargaining agreement with Con Edison.**

Key Highlights of the Agreement as follows.

General wage increases with No Merits:

- **4.5% - 2024**
- **4.0% - 2025**
- **4.0% - 2026**
- **4.25% - 2027**

For a compounded 17.83% over the life of the contract.

Medical benefits:

- **No changes in plan design.**
- **Minimal weekly plan increases all 4 years.**
- **No increases in copays, deductibles, and co-insurance.**
- **New 3-tier plan option (Single-Employee Plus One-Family).**
- **Current members eligible for Plus one will incur 0 weekly increase over 4 years.**
- **Higher match on HSA essential plan.**
- **Improved dental plan.**
- **All employees receive 4 hours paid leave for annual wellness visit.**

Wage acceleration plan:

Reduced to 13 Progressions in October 2025

Reduced to 12 Progressions in October 2026.

Remaining items below:

KEY HIGHLIGHTS OF THE AGREEMENT CONTINUED

- **No Changes to sick pay for years of service.**
- **Removed 50% absence provision- wage progression plan (part a)**
- **Improved Maternity Leave.**
- **4-day excused with pay for death in the family for all.**
- **Added Juneteenth Holiday and no loss of any other holidays or vacation days.**
- **Raised boot allowance.**
- **Raised meal allowance.**
- **Removed automatic loss of promotion due to written warning.**
- **Advanced titles in various departments.**
- **Maintain Telecom and Home Agent remote work agreements.**
- **Congestion pricing reimbursement for Mileage employees.**
- **25 new/improved Letter Agreements.**

No Give Backs! The following are items management demanded we give back:

- **Sick Pay policy**
- **No Overtime until 40 hours reached for the week.**
- **Eliminate carryover vacation and vacation payouts.**
- **Extend the on-trial period to 1 year for new Union members.**
- **Raise medical plan nearly 30% and reduce plan options.**
- **Transition specific Union titles into management.**
- **Split general wage increases below 3% each year.**

Your negotiation team resisted these and other outlandish Company demands. This contract is all gains and no losses!

In Solidarity,

James Shillitto, President

LOCAL 1-2 ANNUAL CHARITY GOLF OUTING

LOCAL 1-2

THIRD ANNUAL CHARITY

GOLF OUTING



VISIT:

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**Pelham & Split Rock
Golf Course**

870 Shore Road
Bronx, NY 10464

OCTOBER 4TH

LIMITED SPOTS AVAILABLE

100% of proceeds benefit
the Joseph Caradonna Scholarship Fund
for the Children of Our Members

Player Registration Fee: \$200
Dinner Reservation Only: \$70
Sponsor a Hole: \$150

Registration Fee Includes
7:00 am - Continental Breakfast
8:00 am - Shotgun Start
Lunch at the Turn
Dinner includes wine/beer
Raffles and Prizes

MARK YOUR CALENDARS BROTHERS AND SISTERS,
JOIN LOCAL 1-2 IN THE LINE OF MARCH, REFRESHMENTS, FUN AND FAMILY.

2024

NEW YORK CITY

LABOR DAY

PARADE & MARCH

SATURDAY, SEPTEMBER 7, 10:00AM

**ALL WORKERS
MANY VOICES
ONE FIGHT**

GRAND MARSHAL

JOHN J. MURPHY

INTERNATIONAL REPRESENTATIVE

UNITED ASSOCIATION

SPONSORED BY THE
NEW YORK CITY
CENTRAL LABOR COUNCIL
AFL-CIO

PARADE CHAIR

FALLON AGER-NORMAN

INTERNATIONAL VICE PRESIDENT
DIRECTOR, REGION 1-NORTHEASTERN

UFCW INTERNATIONAL



FIFTH AVENUE
MARCHING NORTH FROM
44TH STREET TO 64TH STREET

(212) 604-9552

NYCCLC.org

#LDP2024

****LOCAL 1-2 stepping off from 44st. Between 6Ave/Broadway 9am****

UWUA WOMEN'S CAUCUS, SUPPORT YOUR SISTERS

Order your calendars for 2025



Utility Workers Union of America

Not every union local can afford to send members to off the clock training. That's why proceeds from the 2025 [UWUA Women's Caucus](#) sales will fund education initiatives.

Pre-order your calendars by e-mailing Valerie King and Ursula Grant today (vking@uwua.net, ursula.grant@uwua1-2.org).

Stay tuned for more info and make plans to support this important cause.

NEVER FORGET SEPTEMBER 11, 2001



WE MUST NEVER FORGET THIS TERRIBLE DAY. BROTHERS AND SISTERS HERE WE ARE 23-YEARS LATER AND MANY OF THOSE WHO RUSHED TO THE PILE ARE STILL FIGHTING FOR JUST COMPENSATION FOR ANSWERING THE CALL. PLEASE PAUSE, AND REMEMBER.

LOCAL 1-2 FINANCIALS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Consolidating Statement of Financial Position
March 31, 2024

ASSETS

	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)	Eliminations	Consolidated Total
CURRENT ASSETS									
Cash and cash equivalents - unrestricted	288,458	37,945	-	169,195	-	495,598	624,791	-	1,120,389
Cash - restricted	-	-	20,161	-	-	20,161	-	-	20,161
Receivables									
Dues	48,045	-	-	-	-	48,045	-	-	48,045
Interest	-	6,311	-	-	-	6,311	-	-	6,311
Due from other funds	-	1,146,697	20,509	2,613,086	(3,780,292)	-	-	-	-
Total receivables	48,045	1,153,008	20,509	2,613,086	(3,780,292)	54,356	-	-	54,356
Prepaid expenses	37,214	-	-	-	-	37,214	40,274	-	77,488
Total current assets	373,717	1,190,953	40,670	2,782,281	(3,780,292)	607,329	665,065	-	1,272,394
NON-CURRENT ASSETS									
Right-of-use assets - operating leases	151,528	-	-	-	-	151,528	-	-	151,528
Long-term investments	36,888	1,327,455	-	-	-	1,363,843	-	-	1,363,843
Security deposits	2,280	-	-	-	-	2,280	-	-	2,280
Unbilled rent receivable	-	-	-	-	-	-	78,241	-	78,241
Property assets, net of accumulated depreciation and amortization of \$413,234	2,628	-	-	-	-	2,628	12,209,692	-	12,212,320
Investment in subsidiary	1,550,746	-	-	4,826,728	-	6,377,474	-	(6,377,474)	-
Total non-current assets	1,743,570	1,327,455	-	4,826,728	-	7,897,753	12,287,933	(6,377,474)	13,808,212
TOTAL ASSETS	\$ 2,117,287	\$ 2,518,408	\$ 40,670	\$ 7,609,009	\$ (3,780,292)	\$ 8,505,082	\$ 12,952,998	\$ (6,377,474)	\$ 15,080,606

LOCAL 1-2 FINANCIALS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
 LOCAL 1-2
 Consolidating Statement of Financial Position (Continued)
 March 31, 2024

	General Fund (Without Donor Restrictions)	Defense Fund (Without Donor Restrictions)	Political Action Fund (With Donor Restrictions)	Building Fund (Without Donor Restrictions)	Eliminations	Total	Holding Corporation (Without Donor Restrictions)	Eliminations	Consolidated Total
LIABILITIES AND NET ASSETS									
CURRENT LIABILITIES									
Accounts payable and accrued expenses	\$ 449,534	\$ -	\$ -	\$ -	\$ -	\$ 449,534	10,110	\$ -	\$ 459,644
Liability for supplemental pension plan - current portion	22,600	-	-	-	-	22,600	-	-	22,600
Lease liability - operating leases - current portion	41,473	-	-	-	-	41,473	-	-	41,473
Mortgage payable - current portion	-	-	-	-	-	-	105,997	-	105,997
Promissory note payable - current portion	480,000	-	-	-	-	480,000	-	-	480,000
Due to other funds	3,801,714	-	-	-	(3,780,292)	21,422	-	-	21,422
Total current liabilities	4,795,321	-	-	-	(3,780,292)	1,015,029	116,107	-	1,131,136
NON-CURRENT LIABILITIES									
Lease liability - operating leases - non-current portion	113,875	-	-	-	-	113,875	-	-	113,875
Security deposit held	-	-	-	-	-	-	30,000	-	30,000
Mortgage payable - non-current portion	-	-	-	-	-	-	6,429,417	-	6,429,417
Promissory note payable - non-current portion	240,000	-	-	-	-	240,000	-	-	240,000
Liability for supplemental pension plan - non-current portion	49,729	-	-	-	-	49,729	-	-	49,729
Due to union	-	-	-	-	-	-	6,477,932	(6,477,932)	-
Total non-current liabilities	403,604	-	-	-	-	403,604	12,937,349	(6,477,932)	6,863,021
Total liabilities	5,198,925	-	-	-	(3,780,292)	1,418,633	13,053,456	(6,477,932)	7,994,157
NET ASSETS	(3,081,638)	2,518,408	40,670	7,609,009	-	7,086,449	(100,458)	100,458	7,086,449
TOTAL LIABILITIES AND NET ASSETS	\$ 2,117,287	\$ 2,518,408	\$ 40,670	\$ 7,609,009	\$ (3,780,292)	\$ 8,505,082	\$ 12,952,998	\$ (6,377,474)	\$ 15,080,606

LOCAL 1-2 FINANCIALS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
LOCAL 1-2
Consolidating Statement of Activities
For the three months ended March 31, 2024

	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)	Eliminations	Consolidated Total
OPERATING ACTIVITIES								
Revenue	\$ 2,514,758	\$ -	\$ -	\$ 182,000	\$ 2,696,758	\$ -	\$ -	\$ 2,696,758
Dues and initiation fees	1,307	3,339	-	-	4,646	544	-	5,190
Interest and dividends	-	-	-	-	-	191,391	(129,000)	62,391
Rental income	8,724	-	4,380	-	13,104	-	-	13,104
Other	1,500	-	(1,500)	-	-	-	-	-
Net assets released from restrictions								
Total revenue	2,526,289	3,339	2,880	182,000	2,714,508	191,935	(129,000)	2,777,443
EXPENSES								
Program services	2,069,750	1,345	-	-	2,071,095	-	(103,200)	1,967,895
Member services	338,167	336	-	-	338,503	156,923	(25,800)	469,626
Supporting activities	2,407,917	1,681	-	-	2,409,598	156,923	(129,000)	2,437,521
Management and general	118,372	1,658	2,880	182,000	304,910	35,012	-	339,922
Total expenses	5,934,206	4,980	2,880	182,000	6,026,866	347,858	(358,000)	5,670,724
Change in net assets from operating activities	118,372	1,658	2,880	182,000	304,910	35,012	-	339,922
NON-OPERATING ACTIVITIES								
Net gain (loss) on consolidated subsidiary	-	-	-	35,012	35,012	-	(35,012)	-
Total nonoperating activities	-	-	-	35,012	35,012	-	(35,012)	-
Change in net assets	118,372	1,658	2,880	217,012	339,922	35,012	(35,012)	339,922
NET ASSETS								
Beginning of period	(3,200,010)	2,516,750	37,790	7,391,997	6,746,527	(135,470)	135,470	6,746,527
End of period	(3,081,638)	2,518,408	40,670	7,609,009	7,086,449	(100,458)	100,458	7,086,449

LOCAL 1-2 FINANCIALS

UTILITY WORKERS UNION OF AMERICA, AFL-CIO
 LOCAL 1-2
 (Supplemental Schedule)
 Consolidating Schedule of Expenses
 For the three months ended March 31, 2024

	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							
Salaries	856,768	\$ -	\$ -	\$ -	856,768	\$ -	\$856,768
Payroll taxes	75,236	-	-	-	75,236	-	75,236
Employee benefits	189,505	-	-	-	189,505	-	189,505
Business agents' expenses	49,905	-	-	-	49,905	-	49,905
Lost time wages	2,109	-	-	-	2,109	-	2,109
Executive board and other allowances	41,835	-	-	-	41,835	-	41,835
PER CAPITA TAXES							
National union	705,856	-	-	-	705,856	-	705,856
Other	11,225	-	-	-	11,225	-	11,225
TRAVEL, MEETINGS, CONVENTIONS AND NEGOTIATIONS							
Automobile expenses	44,654	-	-	-	44,654	-	44,654
Meetings, conferences and negotiations, net of reimbursements	26,053	-	-	-	26,053	-	26,053
Education, books and publications	2,301	-	-	-	2,301	-	2,301
OCCUPANCY COSTS							
Rent and utilities	138,808	-	-	-	138,808	6,433	145,241
Insurance	52,613	-	-	-	52,613	5,513	58,126
Repairs and maintenance	-	-	-	-	-	16,496	16,496
Interest on mortgage	-	-	-	-	-	83,160	83,160
OFFICE EXPENSES							
Printing and postage	25,177	-	-	-	25,177	-	25,177
Telephone	19,767	-	-	-	19,767	-	19,767
Office supplies and expenses	5,011	-	-	-	5,011	-	5,011
Equipment rental	5,580	-	-	-	5,580	-	5,580
Computer expenses	25,222	-	-	-	25,222	-	25,222
Other	6,357	-	-	-	6,357	263	6,620
DONATIONS							
Contributions, gifts and awards	8,853	-	1,500	-	10,353	-	10,353
DEPRECIATION AND AMORTIZATION							
PROFESSIONAL FEES							
Legal	60,114	-	-	-	60,114	-	60,114
Accounting and audit	23,333	-	-	-	23,333	-	23,333
Arbitration	2,835	-	-	-	2,835	-	2,835
Lobbying	10,500	-	-	-	10,500	-	10,500
Other	16,800	-	-	-	16,800	-	16,800
Investment expenses	-	1,681	-	-	1,681	-	1,681
TOTAL EXPENSES	\$ 2,406,417	\$ 1,681	\$ 1,500	\$ -	\$ 2,409,598	\$ 156,923	\$ 2,566,521

LOCAL 1-2 SCHOLARSHIP WINNERS

Mr. Darryl Taylor
Brooklyn NY
New York Institute of Technology

Mr. Aidan Alexander
Monroe, CT
Quinnipiac University

Mr. Zachary Smith
Babylon, NY
University of Iowa



Ms. Lily Newberger
Manalapan, NJ
Rutgers University

Mr. Luke Brennan.
Larchmont, NY
Bucknell University

Ms. Lila Eliscu
Floral Park, NY
SUNY Stony Brook

Ms. Ava Maldari
Howard Beach, NY
St. Johns University

Mr. Sean Sullivan
Selden, NY
SUNY Suffolk

Ms. Isabella Lunezzo Alves
Brookfield, CT
Western Connecticut State University

Ms. Janaya McDonald
Brooklyn, NY
Lincoln University



SCENES AROUND LOCAL 1-2

Congratulations to **UWUA Local 1-2** member Matthew Parrillo of Rye Meter and Test, who celebrated 50 years of service!



Local 1-2 Brotherhood



Congratulations and well wishes to **SHEIK H. RAHAMAN**, DISTRIBUTION SPLICER & MENTOR in Bronx Services.

We are pleased to share this member highlight from **UWUA Local 1-2**.

Business Agent Frank Dominguez is relentless in his efforts for his fellow union siblings. Starting as a shop steward at 19 years old in 2004, Frank worked his way up to the role of business agent in 2020.

Frank is an outstanding example of how members build our union by taking on progressively responsible leadership roles. [#UnionStrong](#)



Utility Workers Union of America

Local 1-2, Affiliated with AFL-CIO

8 East 36th Street, 5th Floor, New York, NY 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 September 17, 2024

Time: 5:15 P.M.

This Will Also Be a Virtual Meeting on Zoom

Admission Only To Members In Good Standing

There will be votes at the meeting on approval of appointed Officers and whether there should be a recall election for Union Officers. **ONLY MEMBERS ATTENDING THE MEETING IN PERSON WILL BE ABLE TO VOTE.** In accordance with the Local 1-2 by-laws, voting on whether to have a recall election for Union Officers will be held by secret ballot. The Votes will be tallied after the end of the meeting.

TO REGISTER TO ATTEND BY ZOOM: Send your name, personal email, the Company you work for, and your employee number to localmeeting@uwua1-2.org by MONDAY, SEPTEMBER 16, BY 12:30 PM.

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 12:30 PM., September 16, 2024

Fraternally,
Steven D'Auria
Acting Secretary-Treasurer