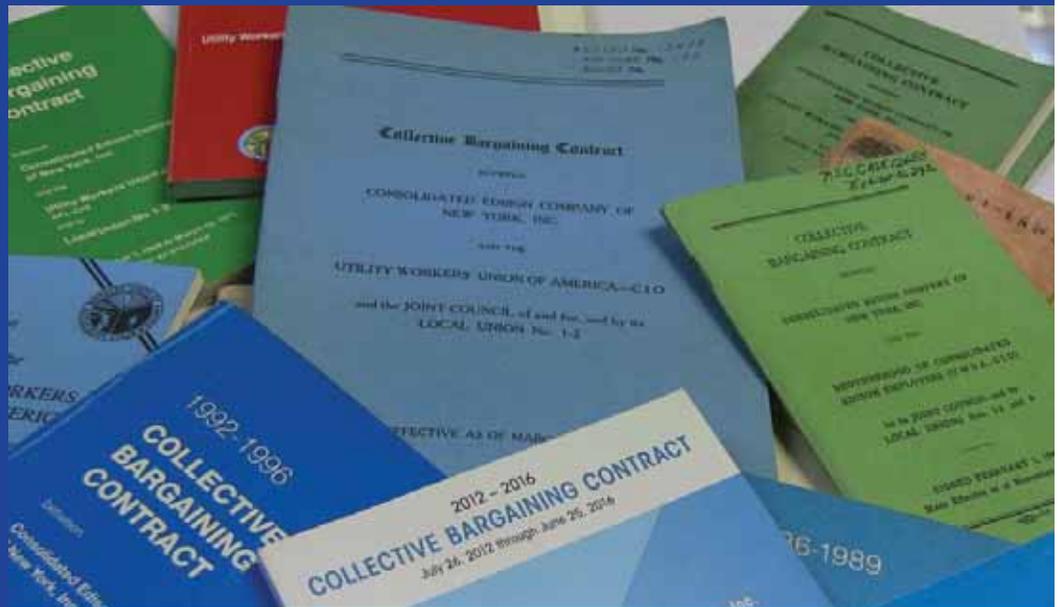
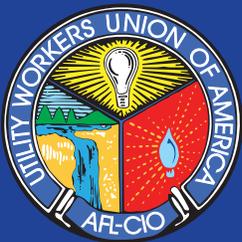


THE  
RECORD

June 25, 2016  
Dignity  
Respect



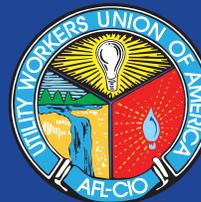
**ALL DAY CON EDISON  
STRIKE AUTHORIZATION VOTE  
SEE PAGE 11**



LOCAL 1-2

# THE RECORD LOCAL 1-2

## WHAT'S INSIDE



### Utility Workers Union of America Local 1-2

James Slevin  
*President*

James Shillitto  
*Vice President*

John Capra  
*Secretary-Treasurer*

#### *Senior Business Agents*

Anthony Pedagna  
Robert Stahl  
Lisa Vella

#### *Business Agents*

Bruce Farina  
Emilio Frederick  
Vincent Kyne  
John (Scotty) MacNeill  
Richard McNally  
Joseph Mussillo  
William Smith  
Darryl Taylor  
Jean Washington

#### *Financial Observers*

Sheryl Bradley-Coleman  
Michael Crispino  
Michael McCann

#### *Executive Board*

Chairman - Donald Weidmann  
Secretary - Christopher Katzmann

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Paul Caminiti	Arcangelo Minetti
Joseph Caradonna	Norman Russell
Vito Carbonara	Raymond Sherwood
William Connolly	James Spry
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Robert DeMascio	Rocco Talarico
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Larry Dwyer	Richard Velocci
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Linda Lesnewski	Robert Vuono
Milagros Valentin-Grantham	

#### *Editor*

James Slevin

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**Your Views And  
Comments Are Welcome**

# A MESSAGE FROM OUR PRESIDENT

JAMES T. SLEVIN



Brothers and Sisters, as we look to June 25 and the end of our current contract with Con Edison, I want everyone to remember two words: Dignity and Respect.

For too long we, the men and women who keep this city operating, have labored at the whims of the Bosses at Con Ed who think little of belittling us, wearing us down, and stripping us of the Dignity and Respect that we are due.

We all know a Brother or Sister who got jammed up by an arrogant Boss who takes out frustrations or the Boss's own incompetence on us. Or the know-it-all Bosses with no training who think they can do a better job than we do.

We are all for working together in the workplace and doing our jobs with pride and competence, but more and more as the rich get richer, they have amnesia when it comes to the men and women who create the real wealth: people like us, who are out in the field or in the office every day, making the system work so that the Bosses can reap the profits.

As of this writing Con Ed has increased its market capitalization over 2012 from \$17 billion to more than \$22 billion. And, as it has for more than 120 years, it pays big dividends to its shareholders. In fact it is such a good payer to the Fat Cats that it is the envy of the Wall Street Crowd.

And that's a crowd that doesn't care very much who climbs a pole, reads a meter, goes out in all weather to jump into a live hole, or risks life and limb to keep our neighbors in light and heat.

This is where Dignity and Respect come in. At contract time our foes will seek to further strip us of our Dignity and Respect. They will cry the Company is too poor to pay us the fair wages and benefits we have earned or, even worse, that we aren't worth a fair pay increase, a fair health plan, a good pension and an "Occupational Health" office which actually cares about our health.

We have definitely earned it and we keep earning it every day. All the while the Bosses are looking at the bottom line, how to cut costs and reduce us. As far as Con Ed goes, contractors are cheaper to hire and totally expendable.

So what if a building explodes from a gas leak? So what if a network is so strained and antiquated that manholes are blowing like July 4<sup>th</sup> Fireworks?

The shareholders don't care as long as they get theirs.

The Bosses don't care as long as they keep getting their high salaries and their huge bonuses, which come from the profits created by our work.

**And so labor has been  
downsized, marginalized,  
outsourced and cheapened  
while the Bosses  
disrespect us, disregard us  
and rob us of our dignity**

And so Labor has been downsized, marginalized, outsourced and cheapened while the Bosses disrespect us, disregard us and rob us of our dignity.

But guess what? Without us, without our labor and knowledge, and deep respect for the work ethic, the Bosses would be up that creek without that paddle.

So, as we get ready to take on our largest employer, keep in mind that they want to reduce all of us to replaceable cogs. They would love to be able to haul in their salaries and bonuses without having to share with pesky workers and to be bothered by their Union.

So let's remind them that we are the men and women that keep the lights on. We are the men and women who keep the heat on. It is our labor that makes this city hum.

So, let's remember our great Union was built and thrives because of our hard work, our unity, our solidarity and our unwillingness to let the Bosses have it all. Too many have gone before us, fighting for this Union, giving their lives for this Union, striking for the betterment of this Union, demanding Dignity and Respect. Dignity and Respect should be ours as of right, not something to beg for.

And remember: The Boss is Not Your Friend!



# A MESSAGE FROM OUR VICE PRESIDENT

JAMES SHILLITTO

Local 1-2 is in pretty good shape as you heard at our February Membership Meeting from President Slevin. Our ranks are growing, we have more than \$1 million toward the purchase of our own Union Hall and we have delivered some fair and decent contracts for Local 1-2 bargaining units outside of Con Edison.

And now June 25 is looming and our biggest employer presents us with our biggest test of Unity, Solidarity and Strength. We saw what they did in 2012 and we dare not let our guard down when we get to the real nitty-gritty at the table. They will demand that you give up every gain you have made, they'll try to nickel and dime us out of existence and they will give no quarter unless we show them how strong we are.

President Slevin issued a resounding call for each of us to be treated with Dignity and Respect by our Bosses. Lately it seems, Con Ed in its corporate arrogance, believes we should be seen and not heard.

But hear us they will in the coming months. So as we approach the June deadline make sure your house is in order and that you are ready for battle. No one wants a repeat of 2012 but Con Ed tried its damndest to break this Union and Con Ed failed. Let's make sure this year we stand even stronger. Do not forget, Con Ed went so far as to strip your health care (even though it was unlawful-leaving scores of chronically sick children and cancer sufferers without care) and that when you're locked out it means YOU ARE FIRED!

To add some heft to our resolve, in the past few months Senior Agents, Business Agents, Executive Board Members and other officers have been conducting Steward Training Workshops and the response has been outstanding. Stewards are the Union's first line to protect ourselves on the shop floor or in the yard. With more than 600 Stewards across the Union, we believe it is vital that they are prepared to defend and to stop any anti-Union actions by the Bosses where they start.

Stewards will have special responsibilities to keep you informed as we grow closer to the June 25 deadline. We are counting on our Brothers and Sisters to stand as one when June comes and to be ready to defend your Union, yourselves and your families from the assault that is on the way.

Con Ed would like nothing more than to beat out of us all the Dignity and Respect we earn each day, keeping the lights on, providing heat, responding to disasters-manmade and natural-and going above and beyond to power the greatest city in the world, helping ourselves, our friends and our neighbors.

Brothers and Sisters come to the April Membership Meeting. Add your voice to the thousands who demand human Dignity and well-earned Respect from our employers. Apathy is lethal!

# History of the 2012 Lockout-Never Forget

We represent Members of Local 1-2, NY, Utility Workers Union of America, AFL-CIO. The majority of our Members are the men and women who work for Con Edison, providing electricity, gas and steam service to millions of New Yorkers in four boroughs of New York City-Manhattan, The Bronx, Queens and Brooklyn-and Westchester County.

In the coming weeks and months, you might be hearing or reading about the expiration of our contract with Con Ed as its June 25, 2016 deadline nears.

We want to give the communities we serve some idea of what customers of Con Ed might expect during this period.

Our experience shows over the past two contract cycles -2008 and 2012- that Con Ed has been willing to place the public, public safety and its customers in peril in favor of its shareholders. This of course might just be business as usual, except that Con Ed is a publicly regulated monopoly given great latitude in how it manages its business and the methods it uses to deliver its services.

This is especially important given that in the 21<sup>st</sup> century there is little dissent that all people are entitled to heat and light, whatever their personal circumstances.

Our purpose here is to take you through the process as we have experienced it in the past so that when you hear some blandishment from Con Ed that everything is working just fine, it will give you pause, and make you question whether you are being told the absolute truth.

Con Ed might have a legal and moral responsibility to ensure the safety and efficacy of what it delivers regardless of cost, but the company prefers to view itself as a private business that keeps the bottom line in sight and makes sure it pays its shareholders dividends which have been paid uninterrupted for the past 120 years. It's a stellar record from an investment standpoint, but as a monopoly, Con Ed isn't above cutting corners to save a buck, the public-and its own workers- be damned.

Right now Con Ed is making contingency plans should it decide to force a strike or, as it did in 2012, Lockout the Union. The plan will call on all managerial staff-with little or no training- to be on duty 24/7 for the duration of any labor disruption and to respond to every emergency. This is a dangerous recipe.

What this means to its customers and the communities it serves is that service outages will occur and Con Ed will try to

fix them using untrained staff, working in unsafe conditions and placing citizens in peril.

Because of its aging infrastructure and lack of maintenance or investment in what is in place now-we are not talking about the emerging energy technologies or upgrades on which Con Ed uses most of its capital budget-we are talking of what brings you heat and light today. We are here to alert you that much of New York City's and Westchester County's electrical and gas grid is held together with baling wire and a great deal of luck.

No one needs to be reminded of the East Harlem gas explosion in 2014 that took eight lives. It was a lack of maintenance and a laissez faire attitude by Con Ed that contributed to the tragedy, as found by the National Transportation Safety Board investigation's conclusions.

Another deep structural problem that Con Ed hides from its customers is its overreliance on contractors. None of these contractors is subjected to background checks for their workers, or required to have the same level of training Con Ed demands from its own workers.

Members of Local 1-2 are required by Con Ed to have years of training before they can work on gas mains, or electric or steam systems. Contrast this with Con Ed's requirement for its outside contractors working on a gas line. The contractor must have one employee, and only one, submit to 18 hours of training before going into the field. A Local 1-2 worker is required to have two years of training before going into the field.

On its face, it is obvious that these practices create dangerous conditions for workers and the public.

Con Ed has no real incentive to change these practices because it's cheaper, it's hidden from the public and no one's the wiser until something fails. Inevitably, Con Ed's gas, electric and steam grids have spectacular failures as we all know, resulting in injuries and death. Yet the sanctions Con Ed might face are minimal and factored into the cost of doing business.

Note, we are not being cynical by noting the above. It is what Local 1-2 Members face every day in the street. And believe us, we do not take public safety lightly. It is the core of our discussions when we sit down with Con Ed management in our Contract negotiations.

In 2008 Local 1-2 met with Con Ed's negotiating team at a neutral location in New Jersey. Because the Union had just elected a new leadership team Con Ed attempted to exploit

# History of the 2012 Lockout-Never Forget

what it thought was a lack of unity created during the change in Union administration.

We were sequestered with Con Ed for 10 days of round the clock talks. We offered and counter-offered and Con Ed management would not move on reaching any agreement.

The only leverage a Trade Union has when confronted with an intransigent employer is to authorize a strike by its Members. At the table in 2008, we were armed with that authorization. We want to make it perfectly clear that calling a strike is absolutely the last act we want to contemplate. Everyone loses in a strike, the public, the workers and the company. No worker ever completely recovers economically from walking the picket line. So Collective Bargaining is always the right answer.

In fact, Local 1-2 has not called a strike against any employer in more than three decades. We have not had to withhold our labor, nor do we wish to. Remember, it was ConEd which stopped its employees from working during July 2012. We take our professionalism in providing heat, air-conditioning and light to New Yorkers very seriously. We live here too.

Yet in 2008 Con Ed was so imperious in its actions that a strike appeared inevitable. We had reached our deadline of June 28 with no progress in sight.

The Union leadership determined that it would extend the talks, in effect stopping the clock so an agreement could be reached. Con Ed was having none of it. In an act of brinkmanship Con Ed tried to force the Union's hand. A strike was on the horizon - a strike no one wanted.

It was then, as the contract expired on June 28, that New York Governor David Paterson intervened. His moral suasion convinced Con Ed to stop the clock, extend the talks and reach an agreement. A major disruption and potential endangerment to the public was averted.

By 2012, when that 2008 agreement was set to expire, once again we sequestered the parties for 10 days in June -at a neutral site in Westchester- and began another marathon with Con Ed. As the days went by, progress was made on minor contract issues and it seemed that Con Ed was trying to reach a deal.

On the night of June 30, as the clock expired, the Union and Con Ed were still at the negotiating table. In fact, the Union was hopeful enough that it remained at negotiations as June 30 turned to July 1 and took no action to strike.

Then, abruptly, shortly after 1 a.m. on July 1, Con Ed's negotiators announced that it would no longer talk and that it was Locking Out all Local 1-2 Members from their jobs – that is, that it would not allow its experienced employees to come to work and serve the people of New York City and Westchester County.

Because utility work is a 24/7 business, the entire Con Ed system was immediately thrown into disarray. And it would remain that way for the next 27 days as the company tried to break the Union.

The tactic employed by Con Ed harkened back to the early 20th century when companies did all they could to discourage men and women from organizing and seeking just fruits of their labor through Collective Bargaining.

It was a seedy act in 1912 and it was just as seedy 100 years later in 2012. But this time Con Ed's precipitous actions did more than throw men and women out of work. Its actions endangered the public, to a degree that is shocking. Though no one died, some were injured, property was damaged and the public never became aware of just how close the City's electric grid came to a complete blackout.

During July 2012 New York City experienced four distinct heat waves-defined as three or more days where the temperature reaches 90 F degrees or more.

As many of you may recall, during that time the City was plagued with manhole explosions that created spectacular geysers of flames. One such explosion in midtown took out a car parked above it. In another, a quickly trained, inexperienced office worker was burned going into a manhole and had to be hospitalized. Yet another Con Ed employee, also an indoor manager in his regular job, suffered a heart attack while in a manhole.

It is dangerous and hot work underground where the temperatures can soar to life-threatening degrees and people work with tens of thousands of volts of live electricity. Local 1-2 Members are unique in the utility industry in that they always work with live electricity, so that the City that never sleeps never goes without lights either.

An electrical sub-station in Bensonhurst, Brooklyn, burned out and Con Ed's solution was to truck in massive gasoline operated generators and place them on street corners throughout the community. These belch pollutants and must be attended to round the clock.

# History of the 2012 Lockout-Never Forget

It is not just that the electrical grid was strained in July 2012, indeed there was more than enough power available to carry New York, the danger lay in its antiquated grid which was strained to the breaking point day after day after day.

That no New Yorkers died is testament solely to the work of Local 1-2 Members who for more than three-quarters of a century have maintained and built in redundancy throughout the entire Con Ed grid.

It is this, and this alone, that avoided catastrophic results because of Con Ed's callous disregard of the public.

During July the Union leadership and Con Ed management resumed talks at a neutral site in Queens. But because of the severe nature of Con Ed's actions, the Union requested the assistance of the Federal Mediation and Conciliation Service (FMCS), which was created in 1947 to assist management and unions in collective bargaining agreements.

Despite the best efforts of the FMCS mediators, Con Ed continued to balk at any meaningful talks. In the meantime, more than 8,500 Members thrown out of work on July 1 set up informational pickets at Con Ed facilities and tried to educate the public to the danger Con Ed's decisions placed them in.

Because it is a public regulated monopoly that has a duty to the people of the State of New York that goes beyond merely providing service for pay, Con Ed should not have been allowed to act as a private company and do what it wanted.

Time and again as the incidents accumulated during July, the Union called on the State of New York to exercise its power over Con Ed.

Time and again, the State rebuffed any intervention, arguing that it was a matter between a private employer and its employees. The Local found this argument to be mind-boggling to say the least. The State sets the rates and compensation Con Ed gets for its services. Power is so inextricably linked to daily life and health of all New Yorkers that to turn a blind eye to Con Ed's Union busting endangered the entire State.

Finally, after 27 days of the Lockout, and as the entire Northeastern portion of the United States was under a severe weather warning, the government acted responsibly. New York Governor Andrew Cuomo got involved. He invited the principals to his New York City offices and in less than two hours, the Lockout was ended and, over the next 24 hours, a labor agreement was hammered out. Most important, a huge and present danger to the public was brought to an end.

We have put together this narrative in advance of our talks with Con Ed this year so that community leaders will know exactly what is at stake, and to know exactly how cynical Con Ed can act toward the public it serves.

We suggest you become very concerned as we enter the final weeks of June 2016. And do not be shy in making heard your cares and concerns regarding Con Ed's labor activities.

**WE TAKE BANKING  
PERSONALLY**

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# NEW YORK CITY CENTRAL LABOR COUNCIL AFL-CIO

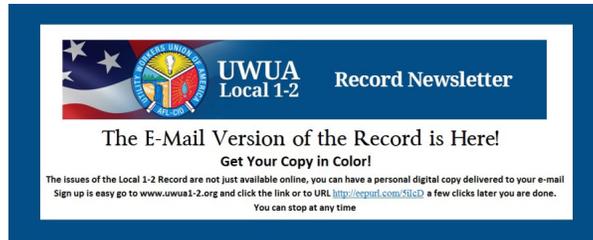
President  
**VINCENT ALVAREZ**

Secretary-Treasurer  
**JANELLA T. HINDS**



Quote from New York City Central Labor Council, AFL-CIO President Vincent Alvarez on Utility Workers Union of America Local 1-2 President James Slevin's re-election to the New York City Central Labor Council's Executive Board:

*"President James Slevin has been a member the New York City Central Labor Council's Executive Board since December of 2013, and his re-election is a testament to his commitment to the working men and women of our city. He is a dedicated leader, and his contributions to the New York City labor movement are helping to ensure that we are able to create a more livable city for hardworking New Yorkers."*



**UWUA Local 1-2 Record Newsletter**

The E-Mail Version of the Record is Here!  
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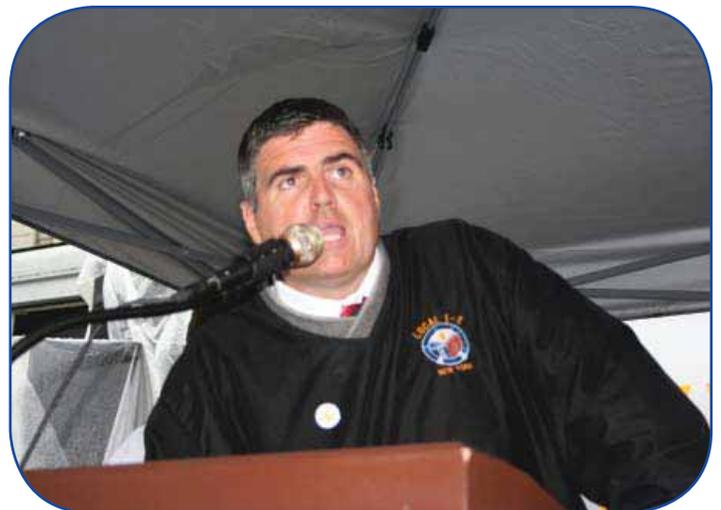


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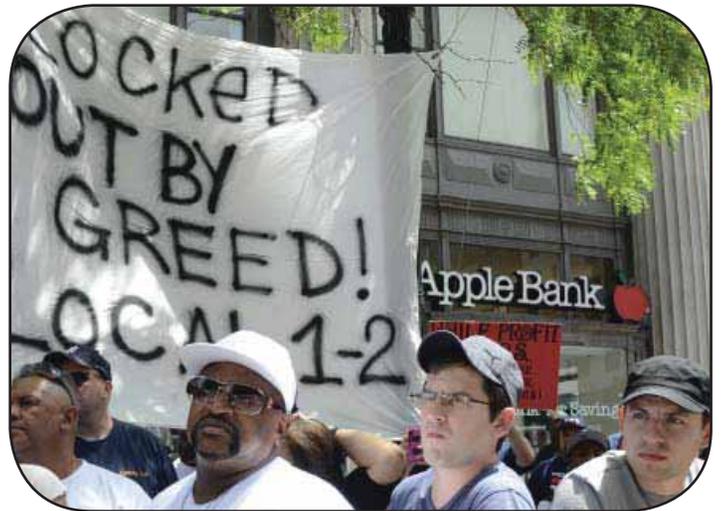
Texting UWUA to 877877

You can also stop at any time by texting clear to 877877

# Scenes from the 2012 Lockout



# Scenes from the 2012 Lockout





BRONX- WESTCHESTER  
*4th ANNUAL*  
**FAMILY PICNIC**  
FDR STATE PARK  
YORKTOWN HEIGHTS, NY

**SATURDAY SEP 24, 2016**



**ALL DAY CON EDISON STRIKE AUTHORIZATION VOTE**  
**Thursday, April 21, 2016**  
**Church Hall of St. Eleftherios Greek Orthodox Church**  
**359 W. 24th Street**  
**New York, NY 10011**  
**9 AM to 30 minutes after the end of the**  
**Membership Meeting**

# Volunteers Needed!!

Queensbridge Mobile Market

Help distribute thousands of pounds of fresh fruits and vegetables to some 500 families!!

Date: Saturday, April 23<sup>rd</sup>, 2015

Time: 8:15 AM – 12 Noon

There are limited spots... So please email, text/call Sharon Griffith to confirm you attending.

Email: [Sharon.Griffith@uwua1-2.org](mailto:Sharon.Griffith@uwua1-2.org) Cell: 646-520-7149



**WESTCHESTER CON ED RETIREES CLUB**  
**ANNUAL GOLF OUTING**  
**IN MEMORY OF CO-ORGANIZERS GEORGE STEGMANN**  
**& FRANCIS X. QUAIN JR.**  
**FOR THE BENEFIT OF THE ROSARY HILL HOME**

Celebrate the 55th Anniversary of Con Ed Employee & U.W.U.A. Local 1-2  
in conjunction with the Westchester Con Edison Retirees Club,  
fund raising for this wonderful Home.

Please remember Joe Pasciucco, and Tony Taddeo

Tuesday, June 14, 2016

Shotgun/Scramble at Casperkill Golf Club, Route 9, Poughkeepsie, NY

Check - in 9:00 AM

Continental Breakfast - Dinner after the round



**Golf & Food - \$115.00 - Food only \$35.00**

Come and join a great bunch of duffers, liars, and maybe a true golfer; for a  
day in the country at a pretty golf course. Not to mention that it is for a  
great cause. All proceeds will be donated to the Rosary Hill Home.

Tee Time - 10:00 AM (Shotgun/Scramble - Dinner to follow golf)

Directions: Casperkill Golf Club is located 10 miles north of (Route 84 and Route 9).

Golf course is on the right (opposite Route 9 Mazda - 1 mile north of the  
Poughkeepsie Galleria Mall).



Payment deadline - June 3, 2016. Make check payable to:  
Westchester Con Edison Retirees, Inc. and mail to  
Jim Broughton 19 Penn Street, Fishkill, NY 12524



Call for reservations: Jim Broughton 845-896-8078,

For information call: Ed Nicholson 347-203-5828, Diane Miskiewicz 914-248-7756,  
Mark Pasqual 845-216-2205, Walter Klinke 845-225-9119.



# Glossary of Labor Terms

## A GLOSSARY OF LABOR TERMS EVERY UNION MEMBER SHOULD KNOW

### *Agent*

A person who acts on the behalf of a union.

### *Agreement (Collective Bargaining Agreement, Union Contract)*

Written contract between an employer and an association or union, usually for a definite term, defining conditions of employment (wages, hours, vacations, holidays, overtime payments, working conditions, etc.) rights of employees and association or union, and procedures to be followed in settling disputes or handling issues that arise during the life of the contract.

### *Arbitration*

A method of settling a labor-management dispute by having a neutral third party or panel hold a formal hearing, take testimony, and render an award.

### *Arbitration, Grievance*

A method of resolving labor disputes which arise over the interpretation or application of the existing collective bargaining agreement.

### *Arbitrator*

A neutral third-party to whom disputing parties submit their differences for decision (award).

### *Association or Union Shop*

Provision in a collective bargaining agreement that requires all employees

to become members of the association or union within a specified time after hiring (typically 30 days).

### *Bargaining Representative*

The Company continues to recognize the Union as the sole representative of all of the employees covered by this Contract.

### *Bonuses*

Some agreements include the payment of periodic bonuses or lump sum payment.

### *Boycott.*

Collective economic-pressure intended to discourage the public from buying, patronizing, or supporting unfair employers, companies, or oppressive institutions.

### *Collective Bargaining*

Method whereby representatives of the employees (association or union) and employer determine the conditions of employment through direct negotiation normally resulting in a written contract setting forth the wages, hours and other conditions to be observed for a stipulated period (e.g., 2 years).

### *Cost of Living Adjustment (COLA)*

Provided by rate of inflation.

### *Cost of Living Index (CPI)*

The commonly used name for the Consumer's Price Index (CPI), which is prepared by the U.S. Bureau of Labor Statistics. This Index shows from month to month, and year to year, the change in prices of a number of items which it is assumed that most families buy food, clothing, rent, furniture, etc. This price index is therefore a rough measure of changes in the cost of living.

### *Discrimination*

Term applied to prejudice against or unequal treatment of employees in hiring, employment, pay or conditions of work, because of race, national origin, creed, color, sex, age, association or union membership or activity or any other characteristic not related to ability.

### *Dispute (Labor Dispute)*

Any disagreement between association or union and management which requires resolution in one way or another, inability to agree on contract terms, an unsettled grievance, etc.

### *Duty of Fair Representation*

Under Federal law, it is the legal obligation on the part of the union, as exclusive representative of a bargaining unit, to represent all of the employees, members and non-members alike, fairly without discrimination.

### *Employee Assistance Program (EAP)*

A confidential information, support and referral service designed to help employees cope with personal problems that negatively affect their lives and workplace productivity.

### *Exclusive Bargaining Rights*

The right and obligation of an association or union designated as majority representative to bargain collectively for all employees, including non-members, in the bargaining unit.

### *Federal Mediation and Conciliation Service (FMCS)*

An independent U.S. Government agency that provides mediators to assist the parties involved in negotiations or a labor dispute in reaching a settlement.

# Glossary of Labor Terms

## ***Good Faith Bargaining***

The requirement that the two parties to a negotiation meet and confer at reasonable times with a willingness to reach an agreement on new contract terms.

## ***Good Standing***

A member in good standing is one with paid up dues, and having met all other obligations of membership.

## ***Grievance Mediation***

A voluntary and less formal method of dispute resolution whereby a neutral party serves as a facilitator in the decision making process. The ultimate acceptance, rejection, or modification of a resolution rests with the parties.

## ***Grievance Steps***

The regular steps in a grievance procedure by which a grievance dispute moves from one level of authority in the company and association or union to the next higher level.

## ***Impasse***

The point in bargaining where a stalemate has been reached with no prospect of change to position by either party.

## ***Job Description***

A written statement listing the elements of a particular job or occupation.

## ***Job Evaluation (Job Grading, Job Rating or Appraisal)***

Determination of the relative importance or ranking of jobs in an establishment for

wage setting purposes by systematically rating them on the basis of selected factors, such as skill, responsibility, experience; etc.

## ***Labor-Management Committee***

A joint committee formed to discuss a variety of topics usually related to improvements in the employer's business.

## ***Lockout (Joint Lockout)***

A temporary withholding of work or denial of employment to a group of employees by an employer during a labor dispute in order to compel a settlement at or close to the employer's terms. A joint lockout is such an action undertaken at the same time by a group of employers.

## ***Management's Prerogatives (Management's Rights)***

This refers to the right of the employer to make decisions and run the agency without consultation with, notification to, or bargaining with the union.

## ***Management Rights Clause***

A provision found in most collective bargaining agreements delegating certain rights to management, generally including, the right to assign and direct the workforce, to discipline employees for just cause, and to reduce the workforce due to lack of work or money.

## ***Mandatory subject of bargaining***

A subject pertaining to the wages, hours, terms, or conditions of employment. An Employer may not make a unilateral change in a mandatory subject of bar-

gaining without providing prior notice to the union and an opportunity to bargain.

## ***Merit Increase (Performance Incentive)***

An increase in the wage rate of an employee, usually given on the basis of certain criteria of worth (e.g., efficiency and performance).

## ***Mediation***

An attempt by an impartial third party, called a mediator, to bring the parties in a labor dispute together. The mediator has no power to force a settlement but rather operates primarily through persuasion to help the negotiating parties reach an agreement.

## ***National Labor Relations Board (NLRB)***

Agency created by the National Labor Relations Act of 1935, and continued through subsequent amendments, whose functions are to define appropriate bargaining units, to hold elections to determine whether a majority of employees want to be represented by a specific association or union or no association or union, to certify associations or unions to represent employees, to interpret and apply the act's provisions prohibiting certain employer and association or union unfair practices, and otherwise to administer the provisions of the act.

## ***Negotiation***

The process by which representatives of employees and management try to reach agreement on conditions of employment, such as wages, hours, fringe benefits, and the machinery for handling grievances.

# Glossary of Labor Terms

## ***Open Shop***

Term commonly applied to an establishment with a policy of not recognizing or dealing with a labor association or union. They may be sometimes applied to an organized establishment where association or union membership is not a condition of employment.

## ***Overtime***

Work performed in excess of basic workday or workweek as defined by law, personnel rules, collective bargaining agreement, or company policy.

## ***Past Practices***

A way of dealing with a grievance by considering the manner a similar issue was resolved before the present grievance was filed.

## ***Payroll Deductions***

Amounts withheld from employee's earnings by the employer for social security, federal income taxes and other governmental levies; also may include union or association dues, group insurance premiums, and other authorized wage assignments.

## ***Per Capita Tax***

A stated periodic payment taken from the monthly dues amount that is sent by union local to the national union and the AFL-CIO.

## ***Personal Leave***

Excused leave for reasons important to the individual worker regardless of

whether otherwise provided for, such as for getting married, sick leave, annual leave, etc.

## ***Picketing***

Patrolling near employer's place of business by association or union members (pickets) to publicize the existence of a labor dispute, persuade employees to join the association or union or the strike, discourage customers from buying or using employer's goods or service, etc.

## ***Ratification***

Formal approval of a newly negotiated agreement by vote of the association or union members affected.

## ***Real Wages***

Real wages measure changes in earning as compared to inflation.

## ***Representation Election (Election)***

Election conducted to determine by a majority vote of the employees in an appropriate unit which, if any, association or union is desired as their exclusive representative.

## ***Retroactive Pay***

Wages due for past services rendered, frequently required when wage increases are made effective as of an earlier date, or when contract negotiations are extended beyond the expiration date of the previous agreement.

## ***Right to Work Laws***

State laws which forbid collective bargaining agreements to contain union security clauses that require union Membership.

## ***Scope of Bargaining***

The universe of issues included in the collective bargaining procedures, which are usually divided into three categories: mandatory, permissive, and prohibited.

## ***Seniority***

Term used to designate an employee's status relative to other employees, as in determining order of promotion, layoff, vacations, etc. Straight seniority is acquired solely through length of service. In qualified seniority, other factors such as ability are considered with length of service.

## ***Severance Pay***

Payment by the employer to a worker who terminates their employment, either voluntarily or involuntarily.

## ***Sexual Harassment***

Any unwarranted and repeated sexual comments, looks, suggestions, or physical contacts that create an uncomfortable working environment.

## ***Shift Differential***

Added pay for working during a swing or graveyard shift, graveyard differentials are generally more than swing shift differentials.

# Glossary of Labor Terms

## *Shop Steward (Employee Representative, Union Steward)*

A local association or union's representative in a plant or department elected by association or union members (or sometimes appointed by the union) to carry out association or union duties and solicit new members.

## *Strike (Wildcat, Outlaw, Quickie, Slow-down, Sympathy, Sitdown, General)*

Temporary stoppage of work by a group of employees (not necessarily members of an association or union) to express a grievance, enforce a demand for changes in the conditions of employment, obtain recognition, or resolve a dispute with management. A wildcat or outlaw strike is a strike not sanctioned by the association or union and one which violates the agreement.

## *Strike Notice*

Formal notice of an intention to strike, presented by the association or union to the employer, or to the appropriate federal government agency, such as the Federal Mediation and Conciliation Service.

## *Strike Vote*

Vote conducted among members of an association or union to determine whether or not a strike should be called.

## *Super-seniority*

A position on the seniority list ahead of where the employees would be placed solely on the basis of years of service.

## *Unemployment Insurance (Unemployment Compensation)*

Joint federal-state program, established in 1935, under the Social Security Act and subject to the standards set forth in the Federal Unemployment Tax Act. Levels of benefits and tax rates are established by each State.

## *Unfair Labor Practice*

Action by either an employer or union that violates the provisions of national, state, or local labor relations acts, such as refusal to bargain in good faith. An unfair practice strike is a strike caused, at least in part, by an employer's unfair labor practice.

## *Unilateral Change*

A change of a mandatory bargaining subject made by an employer without prior notice and/or bargaining. Unless permitted by the contract, such unilateral changes are unfair labor practices.

## *Union Label or Card*

A stamp or tag on a product or card in a store or shop to show that the work is done by union labor. Union Security

## *Union Shop*

A workplace in which every worker covered by the contract must become a member of the union or an agency fee payer.

## *Weingarten Rights*

The right of employees to request union representation during investigatory interviews and the right of union representatives to assist and counsel employees during investigatory interviews.

## *Work Rules (Policies and Procedures)*

Rules regulating on—the job standards and conditions of work, often incorporated the collective bargaining agreement when negotiations occur.

## *Zipper Clause*

A provision in a collective bargaining agreement that specifically states that the written agreement is the complete agreement of the parties and that anything not contained therein is not agreed to unless put into writing and signed by both parties following the date of the agreement. The zipper clause is intended to stop either party from demanding renewed negotiations during the life of the contract.

# Local 1-2 Scholarship

LOCAL 1-2 ACCEPTING APPLICATIONS

## \$1,000 Grants Available to Children of Union Members

College-bound children of current Local 1-2 Members are eligible to compete for \$1,000 grants under the Union's annual scholarship competition, announced Local 1-2. The program provides 20 scholarship grants, each in the amount of \$1,000, to be used toward the payment of college tuition and books.

"By offering these scholarships, we are investing in our children and in the future. We consider that a wise and prudent investment. We urge all eligible students to participate in this contest," the Local's President said.

To qualify as a candidate, a student must be a child of a Local 1-2 Member and be a high school Senior graduating in 2016. 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 below) must be completed and mailed to Local 1-2 Utility Workers Union of America, AFL-CIO, 5 West 37th Street, 7th Floor, New York, NY 10018. All applications must be accompanied by a copy of the official transcript of high school grades covering the first six terms. The deadline for filing is Friday, June 24, 2016.

After the initial application step, scholarship candidates will be required to write an essay of 350 words or more at the Union office on a date to be announced. The topic of the essay will not be revealed until that morning. Students

will be required to bring their own writing implements and paper to complete this phase of the competition.

Members themselves, brothers and sisters of Members and the children of full-time Union Officers are excluded from participating in the contest. The 20 winners will be chosen on the basis of their school transcript records and the written essays. Winners will be notified by mail sometime in late August and will receive their scholarships at Local 1-2's first General Membership Meeting after the summer, usually held in September. So don't waste time. Complete the application below, get a copy of your high school transcript and send in the material as quickly as possible.

### APPLICATION FOR THE LOCAL 1-2 SCHOLARSHIP CONTEST

Sponsored by

Local 1-2 Utility Workers Union of America, AFL-CIO  
5 West 37th Street, 7th Floor, New York, NY 10018 (212) 575-4400

(PLEASE PRINT)

Date \_\_\_\_\_

Name \_\_\_\_\_

Date of Birth \_\_\_\_\_

Address \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Home Phone \_\_\_\_\_

Name of Parent \_\_\_\_\_

Employee No. \_\_\_\_\_

Dept. \_\_\_\_\_

Company \_\_\_\_\_

Work Location \_\_\_\_\_

Shop Steward \_\_\_\_\_

Phone No. \_\_\_\_\_

I expect to graduate from \_\_\_\_\_

\_\_\_\_\_ High School

Located at \_\_\_\_\_

I expect to attend \_\_\_\_\_

\_\_\_\_\_ College or School

Parents Signature \_\_\_\_\_

This is to certify that the Candidate, whose name is written on the application, is a candidate for graduation, the term ending \_\_\_\_\_ 2016

Principal's Signature \_\_\_\_\_

To Principals – Please Note:

Applications must be returned by Friday, June 24, 2016  
And must be accompanied by: Official Transcript of High School Grades for the first six terms.



9/11

# I WAS THERE.

Now I'm a member of the  
World Trade Center Health Program.

**Were you there?** Providers in the New York City area, and across the country, monitor and treat conditions related to the September 11th terrorist attacks - like asthma, heartburn, certain cancers, depression, and PTSD. These providers treat responders and volunteers who participated in rescue, recovery, or clean-up on or after 9/11, as well as those in the WTC dust cloud or who lived, worked, or went to school or daycare in lower Manhattan south of Houston or into parts of Brooklyn.

## Learn More.

Call 1-888-982-4748 or visit [www.cdc.gov/wtc](http://www.cdc.gov/wtc)

World Trade Center | Pentagon | Shanksville, PA

**NYCOSH**

9.11

WTC Health Program

Image is a model portraying an actual member of the World Trade Center Health Program.



# UTILITY WORKERS UNION OF AMERICA

Local 1-2, Affiliated with AFL-CIO

5 West 37th Street, 7th Floor, New York, NY 10018

(212) 575-4400 Fax:(212) 575-3852

**JAMES SLEVIN**  
PRESIDENT

**JAMES SHILLITTO**  
VICE PRESIDENT

**JOHN CAPRA**  
SECRETARY-TREASURER

**ANTHONY PEDAGNA**

SENIOR BUSINESS AGENTS

**ROBERT STAHL**

**LISA VELLA**

April 2016

Brothers and Sisters:

In accordance with the Local 1-2 By-Laws, we will be conducting a strike authorization ballot on April 21, 2016, the same day as the April General Membership Meeting. The vote will take place at the Church Hall of St. Eleftherios Greek Orthodox Church, 359 W. 24<sup>th</sup> Street, New York, NY 10011. **It is vital to your job and your Union, that you, our Members, authorize a strike in overwhelming numbers. It is of the utmost importance that we demonstrate to Con Edison our determination to have a contract that meets the needs of all our Members with Dignity and Respect.**

The Membership of Local 1-2 has always provided the Union with this authorization. A Union that does not have a strike authorization is at a severe disadvantage in negotiations. Absent a strike authorization from you, **the Company will very likely lock you out again as it did in 2012 and you cannot call a strike. Also, without your authorization the company can declare an impasse and IMPOSE a contract on their terms and you still cannot strike.** A strike authorization from you in our pocket gives us necessary leverage to get the best offers from the Company. Please do not send us into negotiations with one hand tied behind our backs. An authorization does not mean that we are going to strike but the threat of a strike is a major weapon in the Union's arsenal when we are at the talks.

We implore you to **vote to ACCEPT** the strike authorization. Again, it is very important that you vote and that you cast your ballot to authorize a strike, if needed. We must demonstrate our solidarity. Make sure you vote to **ACCEPT**.

Fraternally,

James T. Slevin, President



PLEASE JOIN US FOR

A MEMORIAL SERVICE FOR CONSTRUCTION WORKERS  
KILLED AND THOSE INJURED ON WORKSITES DURING



2015 AND EARLY 2016

## “WEAR YOUR HARD HATS”

*All construction workers, their families and friends are invited  
to join with the Building & Construction Trades, union leaders, members and management.*

**WHEN:**

*Thursday, April 28, 2016*

*2:45 p.m. Hardhat Procession into the Cathedral*

*3:00 p.m. Memorial Service*

**WHERE:**

*Saint Patrick's Cathedral, 460 Fifth Avenue, New York, NY 10022*

*(between 50th and 51st Streets)*

**For more information, please contact:**

*Father Brian Jordan (917) 566-5214*

*Linda Camacho, BCTC (212) 647-0700, ext. 3*

*Line up will start at 2 p.m. at 51<sup>st</sup> Street between 5<sup>th</sup> & Madison Avenue*



## Brothers and Sisters This is How We Conduct Ourselves on a Picket Line

### DOs and DON'Ts for Picketing

- DO tell the public that Con Ed is in talks with Local 1-2, which is seeking a fair and equitable contract.
- DO tell the public Local 1-2 Members authorized a strike.
- DO tell the public that Local 1-2 members are committed to providing our customers and our community with safe and reliable electricity, gas and steam at a reasonable cost.
- DO tell the public that Con Ed is demanding radical cuts in our pension and health care.
- DO tell the public when Con Ed is making unreasonable demands.
- DO tell the public that Con Ed CEO McAvoy and his shareholders live high on the hog while in 2012, 8,500 employees were locked out from their jobs and had their health care canceled illegally.
- DO tell the public that in 2015 Con Ed had record revenues , market capitalization of \$22 billion and collected record profits of over \$1 billion!
- DON'T get into arguments with anyone. Just tell the truth about what Con Ed has done to its workers and our community.
- DON'T damage property.
- DON'T block exits or entrances. DO be courteous to pedestrians.
- DON'T throw away your sign or banner. DO give it to another picketer or take it home for future use.
- DON'T use profanity. DO chant and shout for justice.
- DON'T litter.

December 31, 2015

ASSETS

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Eliminations	Total
Current assets:							
Cash and cash equivalents:							
Cash	\$ (306,406)	\$ -	\$ -	\$ 10,946	\$ 1,002,539	\$ -	\$ 707,079
Cash equivalents	-	460,694	-	-	-	-	460,694
Total cash and cash equivalents	(306,406)	460,694	-	10,946	1,002,539	-	1,167,773
Receivables:							
Dues	4,984	-	-	-	16,000	-	20,984
Accounts receivable - other	275,162	-	-	-	-	-	275,162
Interest	-	3,230	-	-	-	-	3,230
Due from other funds	-	405,197	-	-	-	(405,197)	-
Total receivables	280,146	408,427	-	-	16,000	(405,197)	299,376
Prepaid expenses	57,898	-	-	-	-	-	57,898
Total current assets	31,638	869,121	-	10,946	1,018,539	(405,197)	1,525,047
Non-current assets:							
Long-term investments	112,946	1,002,025	-	-	-	-	1,114,971
Security deposits	36,667	-	-	-	-	-	36,667
Property assets, net of accumulated depreciation and amortization	9,118	-	-	-	-	-	9,118

UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
LOCAL 1-2

Statement of Financial Position (Continued)  
December 31, 2015

	General Fund	Defense Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Eliminations	Total
<b>LIABILITIES AND NET ASSETS</b>							
<b>Current liabilities:</b>							
Accounts payable and accrued expenses	\$ 47,188	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 47,188
Liability for supplemental pension plan - current portion	22,600	-	-	-	-	-	22,600
Note payable - National Union - current portion	280,649	-	-	-	-	-	280,649
Due to other funds	405,197	-	-	(405,197)	-	-	-
<b>Total current liabilities</b>	<b>755,634</b>	<b>-</b>	<b>-</b>	<b>(405,197)</b>	<b>-</b>	<b>(405,197)</b>	<b>350,437</b>
<b>Non-current liabilities:</b>							
Liability for supplemental pension plan - non-current portion	166,255	-	-	-	-	-	166,255
Liability for deferred compensation plan	75,367	-	-	-	-	-	75,367
Note payable - National Union - non-current portion	-	-	-	-	-	-	-
<b>Total non-current liabilities</b>	<b>241,622</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>241,622</b>
<b>Total liabilities</b>	<b>997,256</b>	<b>-</b>	<b>-</b>	<b>(405,197)</b>	<b>-</b>	<b>(405,197)</b>	<b>592,059</b>
Unrestricted net assets	(806,887)	1,871,146	-	10,946	1,018,539	-	2,093,744
<b>Total liabilities and net assets</b>	<b>\$ 190,369</b>	<b>\$ 1,871,146</b>	<b>\$ -</b>	<b>\$ 10,946</b>	<b>\$ 1,018,539</b>	<b>\$ (405,197)</b>	<b>\$ 2,685,803</b>

UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
LOCAL 1-2

Statement of Activities

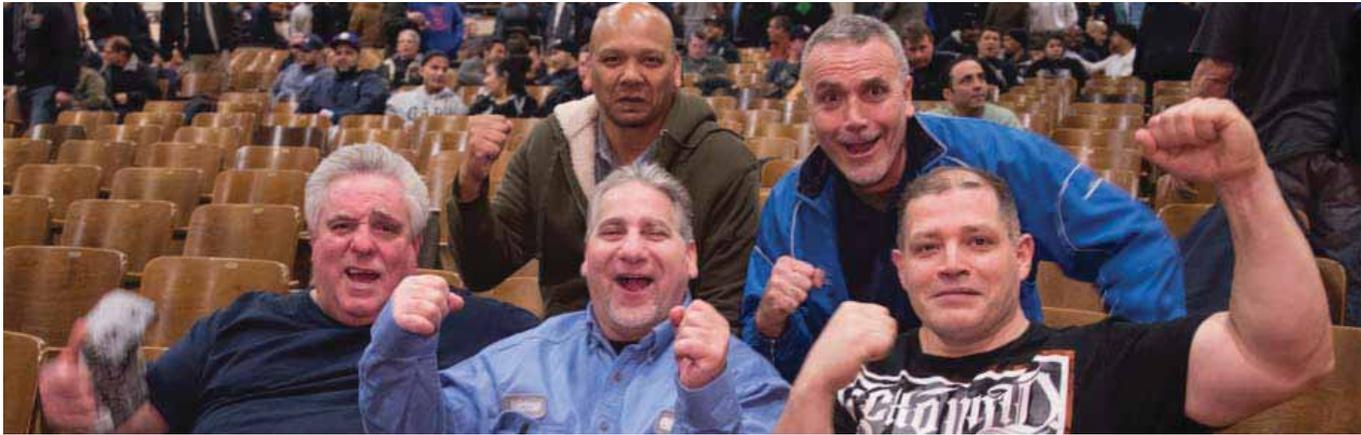
For the three months and year ended December 31, 2015

	Three Months				Year					
	General Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total	General Fund	Officers' Good and Welfare Fund	Political Action Fund	Building Fund	Total
Revenue:										
Dues and initiation fees	\$ 2,282,187	\$ -	\$ -	\$ 217,468	\$ 2,499,655	\$ 8,534,524	\$ -	\$ -	\$ 805,865	\$ 9,340,389
Interest and dividends	758	3,186	-	-	3,944	1,656	12,986	-	-	14,642
Unrealized (depreciation) in fair value of investments		(6,043)	-	-	(6,043)	-	(6,043)	-	-	(6,043)
Other	1,325	-	-	538	1,863	16,415	-	6,900	-	23,315
Total revenue	2,284,270	(2,857)	538	217,468	2,499,419	8,552,595	6,943	6,900	805,865	9,372,303
Expenses:										
Program services - member services	1,546,439	907	400	-	1,547,746	6,180,841	3,629	4,300	-	6,188,770
Supporting activities - management and general	386,610	227	100	-	386,937	1,545,210	907	1,075	-	1,547,192
Total expenses	1,933,049	1,134	500	-	1,934,683	7,726,051	4,536	5,375	-	7,735,962
Change in net assets	\$ 351,221	\$ (3,991)	\$ 38	\$ 217,468	\$ 564,736	826,544	2,407	1,525	805,865	1,636,341
Unrestricted net assets:										
Beginning of period						(1,633,431)	1,868,739	9,421	212,674	457,403
End of period						\$ (806,887)	\$ 1,871,146	\$ 10,946	\$ 1,018,539	\$ 2,093,744

UTILITY WORKERS UNION OF AMERICA, AFL-CIO  
LOCAL 1-2  
(Supplemental Schedule)  
Schedule of Expenses  
For the three months and year ended December 31, 2015

	Three Months					Year						
	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	\$ 703,520	\$ -	\$ -	\$ -	\$ -	\$ 703,520	\$ 2,643,375	\$ -	\$ -	\$ -	\$ -	\$ 2,643,375
Payroll taxes	29,275	-	-	-	-	29,275	183,172	-	-	-	-	183,172
Employee benefits	84,728	-	-	-	-	84,728	292,247	-	-	-	-	292,247
Business agents' expenses	45,920	-	-	-	-	45,920	173,225	-	-	-	-	173,225
Lost time wages	4,810	-	-	-	-	4,810	31,629	-	-	-	-	31,629
Executive board and other allowances	30,168	-	-	-	-	30,168	119,146	-	-	-	-	119,146
Per capita taxes:												
National union	525,747	-	-	-	-	525,747	2,099,182	-	-	-	-	2,099,182
Other	9,023	-	-	-	-	9,023	36,698	-	-	-	-	36,698
Automobile expenses	22,720	-	-	-	-	22,720	141,641	-	-	-	-	141,641
Meetings, conferences and negotiations, net of reimbursements	31,883	-	-	-	-	31,883	50,977	-	-	-	-	50,977
Convention expenses	(11,910)	-	-	-	-	(11,910)	88,387	-	-	-	-	88,387
Education, books and publications	1,226	-	-	-	-	1,226	9,570	-	-	-	-	9,570
Contributions, gifts and awards	19,045	-	-	500	-	19,545	83,211	-	5,375	-	-	88,586
Rent and utilities	78,384	-	-	-	-	78,384	367,122	-	-	-	-	367,122
Insurance	30,181	-	-	-	-	30,181	147,976	-	-	-	-	147,976
Repairs and maintenance	19,860	-	-	-	-	19,860	59,951	-	-	-	-	59,951
Computer expenses	-	-	-	-	-	-	5,024	-	-	-	-	5,024
Printing and postage	32,444	-	-	-	-	32,444	167,942	-	-	-	-	167,942
Telephone	14,207	-	-	-	-	14,207	52,238	-	-	-	-	52,238
Office supplies and expenses	6,795	-	-	-	-	6,795	18,146	-	-	-	-	18,146
Equipment rental	10,457	-	-	-	-	10,457	40,819	-	-	-	-	40,819
Depreciation and amortization	6,652	-	-	-	-	6,652	30,652	-	-	-	-	30,652
Professional fees:												
Legal	90,515	-	-	-	-	90,515	356,821	-	-	-	-	356,821
Accounting	32,500	-	-	-	-	32,500	130,000	-	-	-	-	130,000
Arbitration	51,450	-	-	-	-	51,450	120,450	-	-	-	-	120,450
Other	47,434	-	-	-	-	47,434	178,636	-	-	-	-	178,636
Legal settlement	1,831	-	-	-	-	1,831	4,667	-	-	-	-	4,667
Investment expenses	-	1,134	-	-	-	1,134	-	4,536	-	-	-	4,536
Lobbying fees	9,000	-	-	-	-	9,000	36,100	-	-	-	-	36,100
Election expenses	-	-	-	-	-	-	11,500	-	-	-	-	11,500
Other	5,184	-	-	-	-	5,184	45,547	-	-	-	-	45,547
<b>Total expenses</b>	<b>\$ 1,933,049</b>	<b>\$ 1,134</b>	<b>\$ -</b>	<b>\$ 500</b>	<b>\$ -</b>	<b>\$ 1,934,683</b>	<b>\$ 7,726,051</b>	<b>\$ 4,536</b>	<b>\$ 5,375</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ 7,735,962</b>

# Local 1-2 Membership Meeting





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



DATED MATERIAL - DELIVER IMMEDIATELY

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PERMIT NO. 1615

# 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 AVENUES)

DATE: THURSDAY, APRIL 21, 2016

TIME: 6:15 P.M.

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

**ALL DAY CON EDISON  
STRIKE AUTHORIZATION VOTE  
SEE PAGE 11**

*Fraternally,*

*John Capra*

*Secretary-Treasurer*

**IT'S IMPORTANT**