

HAPPY
HOLIDAYS

UTILITY WORKERS UNION OF AMERICA LOCAL 369



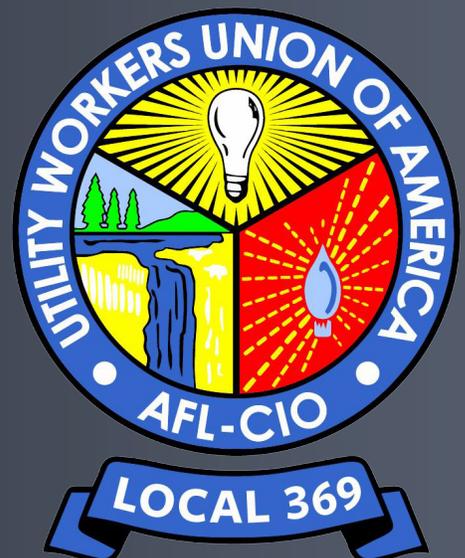
THE CURRENT
HOLIDAY 2024 NEWSLETTER

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ABOUT OUR MEMBERS

UWUA Local 369 represents over 2,900 workers across the utility industry in Massachusetts. Our members are proud to bring power, heat, and telecommunications to homes and businesses across the Commonwealth. We're dedicated to fighting for our members and all working families in Massachusetts.



FROM THE PRESIDENT'S DESK

A MESSAGE FROM PRESIDENT DAN LEARY



BROTHERS AND SISTERS,

As we wrap up 2024, we have much to be thankful for this year, but we also have a lot of work ahead.

We are continuing to address gas transition issues in the legislature and in the Department of Public Utilities. I am sitting on three working groups through the Energy Transformation Advisory Board, which is under the Department of Energy, to make sure our Local's voice is heard in these conversations that are going to shape our union's future.

Among the groups I am a member of are: DeCarbonizing the Peak, which is reviewing proposals to remove carbon from power plants and reducing emissions; Financing the Transition, which is analyzing ways to finance electrification; and a working group overseeing the ongoing transition at the Everett LNG facility. I am also sitting on a Non-Pipe Alternative working group, which is setting policy for the transition from gas and retiring of pipelines.

On the contract front, we recently completed negotiations at Canal Plant (Jera), which included a three-year extension with pay

increases of 3.5 percent, 3.25 percent and 3 percent. At Rumford Power Cogentrix in Maine, we recently finalized the unit's first contract, which included pay increases of 8-14 percent in the first year and three percent for each of the next two years.

We are looking forward to negotiating new contracts in 2025 with Eversource, Everett LNG, Sun Belt and Elecom (Squan).

I hope you all have a happy and bountiful holiday season and enjoy some family time.

Thanks for all you do and as always, be safe on the job and please reach out to us directly with any questions or concerns at 781-848-3740 or DLeary@uwua369.org.

In solidarity,

DAN LEARY

President

UWUA Local 369

TREASURER'S REPORT

A MESSAGE FROM CRAIG M. CONNOLLY



SISTERS AND BROTHERS,

As we look to 2025, it is always a good time to check out your financial positions and make sure you are maximizing your savings and investments to ensure you and your family have a stable future.

January is always a good time to talk to your advisor to make sure you are allocating your finances properly going forward as your career moves on.

You work hard — be sure your money is working for you. Take care of your financial future so you and your family have the resources you need today and long after you've retired.

Also, the Local 369 Scholarship application is now open. The deadline to apply is April 15, 2025. This is a great opportunity for the sons, daughters, nieces, nephews and grandchildren of members and retirees.

Wishing everyone a safe holiday season and a happy new year!

In Solidarity,

CRAIG M. CONNOLLY

Secretary-Treasurer

UWUA Local 369



MEMBER SPOTLIGHT



LOCAL 369 MEMBERS HELP IN HURRICANE HELENE CLEANUP

Local 369 members answered the bell when Hurricane Helene hit Virginia and Tennessee. Thanks to our 30 members from Eversource and National Grid who helped restore power to communities impacted by Hurricane Helene. Our crews helped rebuild power lines on Whitetop Mountain in Virginia and restore power in other areas severely damaged by the historic storm.

Thank you all for your efforts!



EXECUTIVE VICE-PRESIDENT'S REPORT

A MESSAGE FROM ROBERT SENIER



TRAINING UTILITY WORKER APPRENTICES: BUILDING THE WORKFORCE OF TOMORROW

Utility workers play a crucial role in ensuring the delivery of essential services such as electricity, gas, and telecommunications. With the growing demand for energy and infrastructure resilience, there is a critical need to develop and train the next generation of utility workers. Apprenticeship programs are one of the most effective ways to prepare individuals for these challenging but rewarding careers.

THE IMPORTANCE OF UTILITY WORKER APPRENTICESHIPS

Apprenticeships offer a hands-on approach to learning, combining on-the-job experience with classroom instruction. For utility companies, apprenticeships help develop skilled workers who understand the technical and safety aspects of their jobs while gaining real-world experience. This training method is vital for industries that require specialized knowledge and expertise to handle complex systems safely and efficiently.

As the industry evolves with the integration of new technologies and smart infrastructure, training must also adapt to keep workers up to date with the latest developments.

KEY COMPONENTS OF A UTILITY WORKER APPRENTICESHIP PROGRAM

Utility worker apprenticeships are designed to prepare individuals for the diverse demands of the job. A comprehensive program typically consists of the following components:

1. Classroom Instruction

The foundational knowledge required for a utility worker begins in the classroom. Apprentices learn core subjects of their craft.

Classroom training helps apprentices develop the theoretical understanding necessary to perform their tasks and navigate the complexities of modern utility systems.

2. Hands-On Training

Hands-on experience is at the heart of utility worker apprenticeships. During this phase, apprentices work directly under the supervision of experienced mentors. This real-world training ensures that apprentices can apply what they've learned in the classroom and build problem-solving skills on-site.

3. Safety Training

Utility work is inherently dangerous. Workers often operate in hazardous environments, working at heights, near high-voltage equipment, or in confined spaces. As a result, safety is a top priority throughout the apprenticeship process.

4. Mentorship

A key aspect of apprenticeships is mentorship. Experienced utility workers serve as mentors, offering

guidance, sharing knowledge, and helping apprentices navigate the challenges of the job. These mentors often provide advice on troubleshooting, customer service, and the nuances of the trade that cannot be learned in the classroom alone.

The mentor-apprentice relationship also fosters a sense of camaraderie and teamwork, essential traits in utility work, where collaboration and clear communication are critical for success.

PROGRESSION AND CERTIFICATION

Utility worker apprenticeships typically follow a structured timeline, often spanning three to five years, during which apprentices gradually increase their responsibilities and skill levels. As apprentices progress through their training, they are evaluated based on their ability to perform tasks, their knowledge, and their commitment to safety (OJT Books).

Upon successful completion of the apprenticeship program, many apprentices earn a rated classification. This certification signifies that the worker is fully qualified to perform the job independently and is recognized as a skilled tradesperson within the industry.

CHALLENGES IN TRAINING UTILITY WORKERS

While apprenticeship programs are essential for developing skilled utility workers, there are challenges in both recruiting apprentices and ensuring they receive the best training possible. Some of the key challenges include:

- o **Recruitment:** Attracting apprentices into the utility sector can be difficult, educating our younger generation through educational seminars and trade schools is a top priority.

- o **Technological advancements:** As the utility sector evolves, so do the skills required for the job. With the rise of smart grids, renewable energy systems, and advanced metering technologies, utility workers need to be trained on new systems and digital tools. Apprenticeships must continuously adapt to ensure workers are prepared for these emerging technologies.
- o **Retention and career development:** The utility industry faces a skills gap due to an aging workforce. As older workers retire, companies must ensure that apprentices not only complete their training but stay with the company for long-term career growth. Providing clear pathways for advancement, ongoing professional development, and competitive benefits can help retain trained workers.

CONCLUSION

Ultimately, investing in well-structured apprenticeship programs is not just beneficial for utility companies—it is a necessary step in creating a workforce that is knowledgeable, skilled, and committed to the crucial work of keeping our infrastructure running safely and efficiently. At Local 369 we have been successful in negotiating Training Coordinators and Training Leaders in several of our crafts however it is all our responsibility to train our future Utility Workers!

ROBERT SENIER

Executive Vice-President
UWUA Local 369

BUSINESS AGENT'S REPORT

A MESSAGE FROM BUSINESS AGENT-AT-LARGE
STEPHEN MILIONIS



MEMBERS OF LOCAL 369,

With the holidays here, it's a great time to look back on what we've accomplished together and look ahead to what's next. Our union is at its strongest when everyone's part of it, whether that means showing up to a meeting, getting involved and staying connected. Every bit counts!

When you get involved, you're not just supporting the union—you're shaping its future. Your ideas, energy and time are what drive us forward. Together, we've tackled challenges, celebrated wins and made sure our voices are heard.

A special shoutout to our Stewards, Chief Stewards and Executive Board Members, whose behind-the-scenes work and daily efforts keep everything running smoothly, supporting our members every day. They are always out there fighting for us.

As we look to the new year, let's keep that momentum going. Whether it's showing up to a meeting or getting more involved, every member's voice matters, and together we'll face what's ahead with strength and solidarity. Let's keep building a union that demonstrates the strength and unity of our members.

STEPHEN A. MILIONIS

Business Agent
UWUA Local 369



369 NEWS

VETERANS CLOTHING DRIVE

Thank you to those who donated to this year's veterans clothing drive. The UWUA Local 369 Veterans Committee is proud to give back to our community thanks to your contributions.



TRUSTEE JIM PINKHAM HONORED

Longtime Local 369 Trustee Jim Pinkham was honored recently for his commitment to the labor movement by The Labor Guild and the Archdiocese of Boston with the prestigious Cushing-Gavin Labor Award.

A proud, 50-year union card holder, Jim began his career at Bradlee's in 1982 and worked as an Underground Line Worker for 369 until he was severely injured in an accident in 1989. Since then, he has been a Local 369 trustee and has served on several boards and commissions, including as a Delegate to the Greater Boston Labor Council, Treasurer of the Brotherhood of Utility Workers, Director for Boston Edison Credit Union, Delegate for Norfolk County Central Labor Council, President of Plymouth Bristol Central Labor Council, Massachusetts AFL-CIO Vice-President, the South Shore Workforce Development Board and Director of the Pilgrim Foundation.

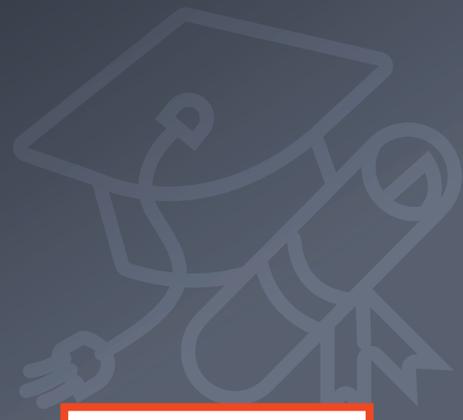
Jim was honored in a ceremony on December 6 at the IBEW Local 103 Hall in Dorchester. Congrats, Jim! Well deserved!



Jim Pinkham with UWUA National President James Slevin.



A proud, 50-year union card holder, Jim began his career at Bradlee's in 1982 and worked as an Underground Line Worker for 369"



LOCAL 369 SCHOLARSHIP APPLICATIONS NOW OPEN



The application for the Local 369 Scholarship is now open to the daughter, son, granddaughter, grandson, niece or nephew of an active member or retiree. The deadline to apply is April 15, 2025. Download the application at UWUA369.org/Applications-Open-369-Scholarship or by scanning the QR code.

In Memoriam

Frederick Wright Retiree
Barbara Colleran Retiree
Ronald Capra Retiree

John Norton Retiree
Mary Welch Retiree
William Nicholson Retiree

Retirees

Maureen L. Roche
Ajit P. Singh
Brian Hannon
James J. Saya

Massimiliano Leto
Steven Sinkus
Reba Irving
David Manganiello

GOLF TOURNAMENT

We had an incredible turnout this year at the Local 369 Tommy Roche Scholarship Golf Tournament. We moved the tourney to Granite Links in Quincy this year and it was a huge success. One highlight was the helicopter ball drop! Thank you to all who supported this great day — everyone who played and all of the generous sponsors!





NATIONAL PER CAPITA INCREASED

Members: the UWUA National has raised the per capita paid by members. Below is the information from the UWUA National.

October 24, 2024

To: All UWUA Financial Officers

From: Michael Coleman, National Secretary-Treasurer

Subject: Notification of Dues and Per Capita Increases — 2025

Dear Brothers and Sisters:

In accordance with the Constitution of the Utility Workers of America, AFL-CIO, adopted in Atlantic City, New Jersey, on April 6, 1946, and amended through July 29, 2023, the National Union is officially notifying all local unions that the monthly dues paid by the membership is to be increased as of January 1, 2025, as follows:

- This required increase in dues, pursuant to Article VI, Section 1a of the National Constitution, is based on an average wage increase obtained through negotiations for the UWUA membership for the year 2024 of 3.47% of the Base Average Dues of \$91.93.
- The amount of the monthly membership increase is three dollars and nineteen cents (\$3.19) per month.
- The increase in per capita paid to the National Union will be equal to 50% of the monthly dues increase of three dollars and nineteen cents (\$3.19) per month, or one dollar and fifty-nine cents (\$1.59).

- The current monthly per capita of thirty dollars and eighty-eight cents (\$30.88) per month will increase to thirty-two dollars and forty-seven cents (\$32.47).
- The breakdown of the monthly per capita of thirty-two dollars and forty-seven cents (\$32.47) received by the National Union will be as follows: three dollars and twenty-seven cents (\$3.27) to the Special Defense and Organizing Fund, and twenty-nine dollars and twenty cents (\$29.20) to the General Fund.

MEMBERSHIP/EMPLOYER NOTIFICATION ACTIONS:

- Each local union's financial officer is required to notify the employer where a checkoff agreement is in effect, to increase the dues deduction by \$3.19 beginning with the month of January 2025.
- For those local unions not having checkoff agreements with their respective companies, you will be required to notify each member that his or her monthly dues will be increased by \$3.19 beginning with the month of January 2025.
- If you encounter any problems with an Employer in instituting this increase, please notify the National Union Office immediately. We will do whatever we can to assist you in resolving these problems.

PER CAPITA TO THE NATIONAL UNION:

- o For those local unions that have the entire dues checkoff remitted to the National Office, send the proper notification to the employer regarding this \$3.19 increase in the monthly dues to the membership. The National Office will withhold the thirty-two dollars and forty-seven cents (\$32.47) per member from the dues checkoff checks received.
- o For those local unions collecting dues directly from their membership, or those local unions receiving the checkoff check from an employer, they will be required to increase their monthly per capita payment to the National Union to thirty-two dollars and forty-seven cents (\$32.47) per month when filing their January per capita reports, whether submitted in January or February.

MEMBERSHIP DATA REQUIREMENTS:

- o Pursuant to Article VI of the Constitution, as amended on July 29, 2023, when the local union, regional board or joint council forward the per capita payment due to the National Union on the 15th of each month, it must also submit an accurate list of names and addresses of its members. In order to provide the National with your local's membership data, please refer to Attachment "A" for further instructions.

The National Constitution includes a provision which would permit any local union, that feels it can pay the increased monthly per capita to the National Union and still have sufficient funds necessary to carry on the required activities of the local at its current level of dues, or at the level below the automatic increase of three dollars and nineteen cents (\$3.19) per month, to reduce its dues structure at any time after the increase has been placed into effect. A vote of the membership must be conducted in the same manner as a normal vote of a motion, by requiring that the local not put

the automatic increase into effect, for this action to be in compliance with the Labor-Management Reporting and Disclosure Act. It is not proper for any local union to continue its dues at the current level, or to decrease its dues structure by merely ignoring this notification of the Convention's action to increase the dues in the manner stated above.

If your local union eventually does take action to decrease the dues required of the membership, or to increase them at any time, above the automatic increase, when necessary to provide sufficient operating funds for the local union, please notify the National Office so that the National Union records can be properly maintained.

If you have any questions, or need additional information with regard to this requirement, or any of the matters contained in this notification, please contact the National Office.

Fraternally,



Michael Coleman,
National Secretary-Treasurer

cc: All Local Union and Council Presidents
UWUA National Officers,
Executive Board, and Staff

Enclosures: Article VI, Section 1 and 1a
2025 Per Capita Form
Attachment "A"
Attachment "B"
Local Officer Notification Form

UWUA Local 369
68 Sagamore St.
Quincy, MA 02171

