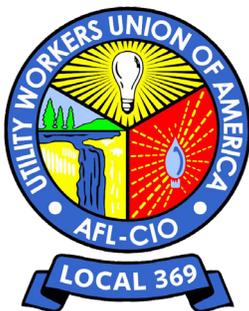


UTILITY WORKERS UNION OF AMERICA LOCAL 369



THE CURRENT

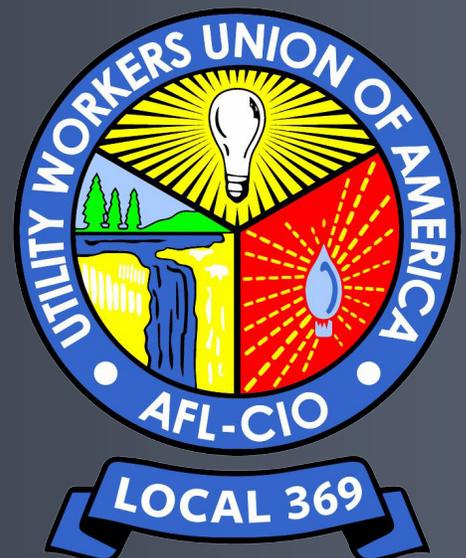
SPRING 2025 NEWSLETTER

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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,

Welcome to the spring 2025 edition of *The Current*—your newsletter to keep you informed of all the latest happenings in Local 369.

We are currently deep into negotiations with Eversource, which is our largest group. We will be communicating through our board members and chief stewards as to the progress as these negotiations move forward.

We also are negotiating contracts with Constellation LNG and Liberty Utilities in New Hampshire. We will keep you informed on the progress on those as well. This summer, we will be entering talks with EleComm and Sunbelt.

We appreciate all the feedback we have received from the recent surveys. We are reviewing every survey we've received so we are informed on the issues most important to our members.

In addition to the ongoing and upcoming negotiations, we remain very involved in policy making at the state level with our partners in organized labor. There are many issues being discussed around the gas transition as well as the state's Electric Sector Modernization Plan. We have a seat at the table and are advocating for our union's members every day.

I hope you all have a safe and fun spring. Always remember to protect the safety of yourself and your coworkers on the job and please reach out 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,

We are proud to report that our annual audit once again has shown that our local is fiscally strong.

Our annual audit was conducted by Anstiss & Co. of Chelmsford. Thanks to Trustee Chairman Jim Pinkham and all the trustees for the hard work they do in helping the local ensure financial stability. It's an honor to inform you that Anstiss has again delivered a great report on our finances.

On the work front, there is also good news as our local continues to grow as the companies have been hiring. Even with the tremendous amount of retirements we have seen, we have grown in numbers over the past few years.

We currently have more than 2,900 members. In the early 2020s, we had around 2,600 members. With the state's ongoing Electric Sector Modernization Plan, the state's two big utilities are continuing to hire at higher than normal rates. We are seeing lots of new apprentices and it's encouraging to see our union grow.

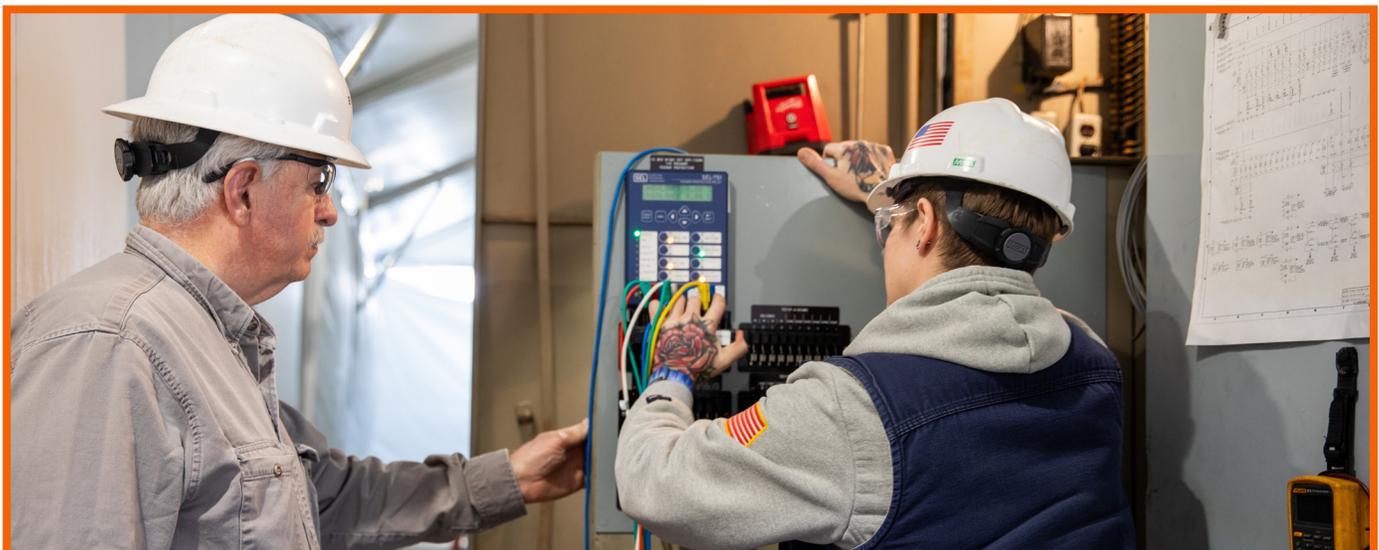
Thanks for all you do every day. Be safe and have a great spring!

In Solidarity,

CRAIG M. CONNOLLY

Secretary-Treasurer

UWUA Local 369



MEMBER SPOTLIGHT

RICHARD HUGHES NAMED NEW SAFETY CHAIRMAN



Richard Hughes, a 40-year member of Local 369, has been named Safety Chairman. Hughes joined Local 369 in April 1985 and has worked as an underground cable splicer and substation operator mechanic. After 20 years working in the craft, he went into the control room, where he worked as a system dispatcher and distribution dispatcher. He's currently a dispatch training coordinator for Eversource.

Hughes is also the UWUA Region 1 National Safety Representative and serves as chair of the National's Electric Safety Committee, working directly with National Safety Director John "Scotty" MacNeill. Hughes joins monthly meetings on national safety issues and is a key part of the team that addresses all safety issues that might impact our members.

"We share information constantly and we share information with members as needed," Hughes says.

Whenever there's an accident or an incident with personal injury to a member of Local 369, Hughes is part of the investigation and analysis team. He also works closely with the utilities and his colleagues on the safety team to make sure our members are always up-to-date on best practices.

"We discuss safety concerns our members have and we find solutions," he said. "We follow up on all reported issues until we find reasonable solutions. The safety of our members and the general public is paramount to all other concerns."

Hughes added: "Over the years, you see a lot of terrible things have happened. It's a business that has inherent dangers in it. We always want to prevent these things from happening ever again. We want to make our members more safe every day."

EXECUTIVE VICE-PRESIDENT'S REPORT

A MESSAGE FROM ROBERT SENIER



THE STATE OF ORGANIZING IN THE UTILITY INDUSTRY: A STEP FORWARD, BUT MORE WORK TO DO

The utility industry plays a critical role in providing essential services such as electricity, water, and natural gas to homes and businesses. Operating around the clock in often hazardous and demanding conditions, it is one of the most vital sectors of the economy. Historically, utilities have boasted a higher-than-average unionization rate compared to other industries, offering workers better wages, benefits, and job security. However, despite these successes, significant work remains to ensure the industry's labor force is properly represented and that employees' rights and working conditions continue to improve.

Unions in the utility sector are essential in negotiating collective bargaining agreements that secure fair wages, benefits, and protections against unsafe working conditions. They also provide a powerful voice for workers, advocating for their rights and interests—whether addressing job security, health and safety concerns, or promoting sustainable, forward-thinking energy policies.

WHAT MORE NEEDS TO BE DONE

Despite the progress made by organized labor within the utility industry, clear opportunities remain for growth and improvement:

- Expanding Union Membership
- Advocating for Improved Workplace Conditions

- Training and Adapting to Technological Change
- Political and Policy Engagement
- Collaboration Across Unions

In the end, the utility industry's workforce is its backbone, and the labor movement plays a critical role in protecting and advancing the rights of workers who are essential to powering our homes, businesses, and communities. The journey toward greater unionization and improved worker conditions is ongoing, but the foundation has been laid, and the path forward is clear.

If anyone has organizing targets in their area, please let us know.

In Solidarity,

ROBERT SENIER

Executive Vice-President

BUSINESS AGENT'S REPORT

A MESSAGE FROM BUSINESS AGENT-AT-LARGE
STEVE MILIONIS



MEMBERS OF LOCAL 369,

The union is more than just wages and benefits. It is about the future of our work. In our industry, real skills are not learned from books or training videos. They come from the people who have done the job for years, passing down what they know. When companies wait too long to hire new apprentices, that knowledge leaves with the workers who retire or move on. Once it is gone, it is not coming back.

Too many companies are dragging their feet on hiring, expecting fewer people to do more work. This is burning workers out, creating safety risks, and leaving crews short-handed. Training takes time. You cannot build a skilled workforce overnight. That is why labor and management need to work together to make sure experienced workers can teach and new workers have a chance to learn.

The Local has been pushing companies to bring in apprentices and new members because it is not optional. It is necessary. We know the work, we know what it takes, and we know training cannot wait. If companies are ready to take this seriously, we are ready to work with them. If not, we will keep pushing until they do.

If companies do not invest in people, everything else is at risk.

Sincerely,

STEPHEN MILIONIS

Cell (617) 721-4608



UNION MEETING

UTILITY WORKERS UNION OF AMERICA, AFL-CIO - LOCAL 369

REGULAR MEMBERSHIP MEETING

PLACE: Best Western Adams Inn
29 Hancock Street, Quincy, MA

New location ←

DATE: Sunday, May 18, 2025

TIME: 10:00 A.M

1. REGULAR ORDER OF BUSINESS.
2. SWEARING IN OF NEW MEMBERS.

Fraternally,

DANIEL LEARY
President

CRAIG M. CONNOLLY
Secretary-Treasurer

ITS IMPORTANT



MEMBER SPOTLIGHT

DARLENE ARCESE

FIELD TECHNICIAN, STEWARD & EXECUTIVE BOARD VICE-PRESIDENT

Darlene Arcese was taking some college classes but was unsure of her future when her brother, a member of Local 369, urged her to give the union a try.

“He handed me the application and I ran with it,” she remembers.

She entered the Electric Power Utility Technology Program, a two-year course at Bunker Hill Community College that trains utility workers as part of a collaboration between Local 369 and Eversource. She joined the local in 2012 after earning her associate’s degree in electrical engineering while taking some extra courses to become eligible to work as a field technician.

“I love it. I never saw myself in a cubicle or working an office job,” she says. “I like that I’m outside, and the location changes a lot and the work that I do, there’s a wide range. I do a lot of troubleshooting. I see it as solving a puzzle. It keeps my brain active.”

She’s currently stationed as a field technician on a team repairing a substation in Canton, Massachusetts, working alongside an operator mechanic and a field engineer.

“We all know each other really well. We spend a lot of time together. We all get along,” she said.

She’s often the only woman on a jobsite but being in a male-dominated setting is normal for Darlene, as she’s played hockey most of her life, often in co-ed leagues alongside men.

“There’s a few hangups. Being outside and not always in the area of a bathroom, can be tough sometimes,” she said with a laugh. “But I’ve not had any problems with it. I’m a hockey player. I grew up playing with the boys. I generally have found myself in male-dominated groups. I’m pretty used to it.”

She’s also a union steward and often puts in long hours to help her brothers and sisters with a wide variety of work-related issues.

“It’s a job that never has a start or a finish,” she said. “I’m always happy to help people out. I really enjoy fighting for our rights.”

She adds: “I’m very happy to have the union representing me. I don’t think I would be anywhere I am without the union. Knowing we all have each other’s backs... I like standing up for people.”



EVERSOURCE SUBSTATION JOB SITE



In Memoriam

Donald Fitzgerald Retiree

Retirees

Retirements

Mary Coveney
Martin Greene
David Routhier
John DelBono
Salih Rahman
Thomas Downs
John Richard
Ronald Leary
Peter Lydon
Barry Callow

Mark Eaves
Michael J Sweeney
Thomas MacInnes
John Carter
Joseph Sanda
Marian Galvin
Michael Kelly
Teresa Vellucci
Irene Hunt
Joseph Bowler

Richard Boyle
Kevin Linehan
Kimberly Shonning
Kathryn Arnold
Joanne Glynn
Edwin Chin
Elizabeth Ashand
Robert Gallagher
Roger Albert
Stephen Croteau

John Kemp IV
Kenneth Locke
Brian Noyes
Brian Riley
Kevin Sadberry
Paul Murphy



Wishing Barry Callow and all our retiree the best of luck in retirement

UWUA Local 369
68 Sagamore St.
Quincy, MA 02171



SAVE THE DATE

LOCAL 369 TOMMY ROCHE SCHOLARSHIP GOLF TOURNAMENT

Tentative Date: **MONDAY OCTOBER 27 AT GRANITE LINKS IN QUINCY.**

More details to come.

