

BURNING

BRIGHT



Transport Workers Union
Utility Division

Transport Workers Union Local 101 AFL-CIO 195 Montague St., 3rd Floor,
Brooklyn, NY 11201 Tel: 718-745-7597 www.twulocal101.org



LOCAL 101 SPREADS JOY

**THE NATIONAL GRID
FESTIVAL CHORUS**



**HISTORY MADE
IN GREENPOINT**

**WOMEN'S COMMITTEE
CHARTS NEW COURSE**



Constance's Corner

By Local 101 President Constance Bradley

We're undefeated!

Local 101 has a record over the last three years of 11-0 in arbitration cases against National Grid and HomeServe.

I take a case to arbitration, along with other Local 101 elected officers and our legal staff, when we disagree with the company on something pertaining to our work, our benefits or our rights as employees. Many times it comes down to an interpretation of the language in the contract either with National Grid or HomeServe. The bosses think the language allows them to do something – and we don't believe it does.

If we can't settle our differences, we file for arbitration and go before a third-party neutral arbitrator: a lawyer with labor-management expertise. In arbitration, we make arguments, present evidence and cite other legal cases that support our position. The bosses do the same.

Then the arbitrator makes a decision that is legally binding. Both sides have to do what the arbitrator says.

In one case, National Grid didn't want to rehire a Local 101 member who was let go after being charged with a crime - even though prosecutors ultimately dropped the charges. National Grid wouldn't budge.

But we filed a legal challenge – and forced the company to come to the table and negotiate a favorable settlement.

National Grid finally agreed to give our sister her job back and one-year's worth of back pay.

In another case, National Grid's sick-leave administrator demanded total access to workers' medical records.

We filed a grievance and won, protecting workers' privacy and their ability to take time off when medically necessary.

We also took HomeServe to task several times. The company wasn't paying double-time to employees when they worked seven days in a row. The arbitrator agreed with us that this was a contract violation. He ordered the company to stop the practice and to pay workers back pay.



*TWU International President John Samuelsen
& TWU Local 100 President Tony Utano*

My team has a lot of experience with labor contracts and confronting management about violations taking place that negatively impact the membership. But we also have a very close relationship with the leadership of TWU Local 100, which represents the bus and subway workers, and the International. On more than one occasion, I've sought opinions from Local 100 President Tony Utano and International President John Samuelsen. Both are good friends – and very good allies to have in any fight.

Finally, I want to thank everyone for their hard work and continued support for Local 101. We are a family. We are a team. We are at our best when we work together towards the common good. I hope you and your families have a great 2020.

There will definitely be one happy moment in the New Year. The second raise under the contract we secured with National Grid last year will come on October 16th, a 3% increase in pay!

Happy New Year!
Constance.

A FEW WORDS *from*

Joe

Local 101 Vice President Joe Coscia



National Grid was beaten up pretty badly last year.

Citing water pollution concerns, the state Department of Environmental Protection denied an application to build a new gas supply pipeline beneath the New York Harbor.

Gov. Cuomo threatened to take away National Grid's certificate to operate in New York.

Then the company was forced, under pressure from Cuomo and other elected officials, to end its moratorium on new gas hookups in Brooklyn, Queens, and Long Island – and pay a lot of money in penalties: \$36 million.

So what does this all mean for TWU Local 101 members working for the giant utility?

There's definitely some good news for us here.

National Grid essentially stopped taking on new customers after the pipeline permit was denied, insisting that it wouldn't be able to meet long-term demand without the additional capacity.

By agreeing to process new hookups again, however, the company ensured there would be a lot of work installing, inspecting and maintaining infrastructure and equipment in the region, at least for a while.

There also will be additional work for us answering customers' questions, scheduling service calls, processing bills and handling many other clerical tasks. It's already begun. That's all good.

But we can't take it easy. National Grid will probably make another push to increase the use of outside contractors. The membership has to stand together and show unity while union leaders fight back.

We will argue, as we have in the past, that Local 101 members are more experienced, more efficient and more accountable than the non-unionized labor.

TWU Local 101 has worked too hard protecting jobs over the last several

years to let things slide backwards again. (We even filed a federal lawsuit against the company last year and secured a favorable settlement).

We do have one big thing in common with the company. We also want the pipeline. A new pipeline is necessary to meet the region's energy needs, and to provide utility workers with long-term job security. There's no way it can be replaced anytime soon by windmills and solar panels, and natural gas is much cleaner and cheaper than burning oil.

At some point, there will be another application for the pipeline. There also reportedly will be hearings involving National Grid and elected officials about energy later this year.

We will have to raise our voices and be heard.





NEW LEADERSHIP AT THE HELM

WOMEN'S COMMITTEE HAS BIG PLANS FOR 2020



Local 101 Executive Board Member Coretta Jones (far left) and President Constance Bradley (third from left) with the Women's Committee: Chair Monesha Davis, Laquanetta Vaughn, Lashawn Ford, Co-Chair Celeste Streecher and Luemisher Lias-Thomas



The Local 101 Women's Committee meeting at the Union Hall on Montague St., Brooklyn, in December.



Women's Committee Chair Monesha Davis

The TWU Local 101 Women's Committee is under new leadership – and on the move.

Following a largely uncontested election in November,

Monesha Davis, a National Grid Mechanic out of Greenpoint, was named committee Chair. Celeste Streeter, an Office Technician, also out of Greenpoint, is the new committee Co-Chair.

The two women both agree the top goal is encouraging more women to attend committee meetings and participate in committee activities.

"I want to bring the women who work in the field and the women who work in the office together and build a community," Davis said. "A sisterhood where we are supportive of each other, where we uplift each other and enlighten each other. I want it to be known that we are

all women in a male-dominated company and we have more in common than we know."

Streeter said: "We want to encourage more women to get involved. When you have a nice network of women, it makes the day easier. If they feel they have a place to go with their issues or concerns where they will be taken seriously, maybe they can show each other how to resolve each other's issues."

Rounding out the committee's leadership are Recording-Secretary Lashawn Ford (General Clerk, Meter Reading/AMR Department), and Executive Board Members Luemisher Lias-Thomas (Customer Service Representative, Customer Call Center) and Laquanetta Vaughn (General Clerk, Meter Reading/AMR Department). Streeter was elected in a

contested race for Co-Chair. The others ran unopposed.

After building a sense of community, Davis said the second-phase of her plan focuses on "uplifting and enlightening." She envisions a range of speakers focusing on such things as personal motivation, buying your first home and dealing with domestic violence.

"Anything that you can imagine that might be of help to the women," Davis said.

Streeter offered other examples of possible subjects: computer skills and CPR training.

The committee, of course, will continue to do charity work. It conducted a clothing drive this winter at National Grid work locations to collect new hats, scarves and gloves for the homeless.



Women's Committee Co-Chair Celeste Streeter



TWU Local 101 Women's Committee with Local 101 President Constance Bradley (front row, third from right) at the committee's December meeting. Committee Chair Monesha Davis (front row, center, next to Bradley) and Co-Chair Celeste Streeter (front row, third from left)

A BROOKLYN TRADITION



Christmas in Brooklyn is a special time of year, thanks in part to a group of Local 101 singers who spread joy every holiday season.

The National Grid Festival Chorus, currently comprised for 30 current employees and retirees, has been singing a blend of traditional Christmas, Gospel, Motown and contemporary songs for more than six decades.

On December 17th, 18th and 19th they performed in the glass atrium of 1 Metro-Tech Center on Jay Street in downtown Brooklyn. For two hours each day, they belted out songs such as “Santa Claus is Coming to Town,” “O Holy Night,” “Ain’t No Mountain High Enough,” and “My Girl.”

“I was just walking by and just happened to look in here and saw them singing,” Charlene Parson, a retired supervisor in the city’s Medicaid office, said. “This is just great. I’ve been here for six songs already.”

Linda Morris, a lawyer from White Plains, N.Y., was taking a walk on Jay St. but also was drawn inside by the choir.

“Amazing,” she said, clapping along to the beat. “This has brightened up my whole day.”

Aaron Rivera, 45, a city building inspector, said he’s been coming to see the chorus since he was a kid.

“I never miss it,” Rivera, a city building inspector said. “I just love what they do and



seeing people’s faces when they are singing. The effect that have always touches me.”

Rivera has a personal connection to the chorus. His father, Julio, has been singing with the group for nearly 50 years. Julio Rivera joined the chorus when he was a construction worker for the former Brooklyn Union Gas Co. and kept it up even after his 2001 retirement.

“Singing has been in my blood,” Julio said. “I sang in high school. I did Do-Wop and choral singing. I sang with my church choir.”

The Chorus was formed in 1964 when the company was called The Brooklyn Union Gas Co. They perform between Thanksgiving and the week before Christmas at National Grid service locations, public schools and nursing homes.



They are all volunteers but hire a professional director, Skip Brevis, who plays keyboards during performances. With 39.5 years on the job, Carlton Kinard, who works in the Credit and Collections Office, is the longest active Local 101 member with the chorus.

“I enjoy singing with my fellow employees,” he said. “We work hard all year long and we get to enjoy fellowship in the choir, creating sounds of love and joy.”

Kinard, and other chorus members, said the biggest reward is seeing the positive reactions from their audiences, especially the children and senior citizens.

“They just light up,” Lionel Kelly, who works in Accounts Receivable, said.



Holiday Party





December 2019



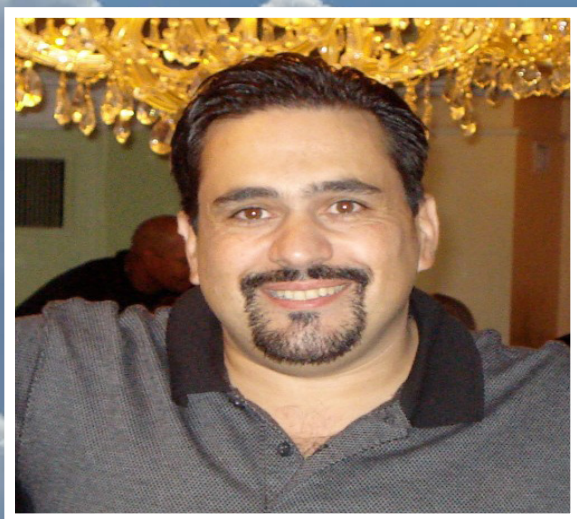








*In Loving Memory
of Our friends and Co-workers
Who Passed Away*



Paul Icolari
Mar 11, 1966 ~ Sept. 29, 2019



Eileen Fagan
July 21, 1958 - May 17, 2019

AROUND THE UNION



TWU Local 101 Executive Board Member Coretta Jones (far left) participated in a meeting of the TWU International Working Women's Committee in San Francisco, where committee leaders met with San Francisco Mayor London Breed (center). Former TWU International Administrative Vice President John Bland (far right) joined the group.



Local 101 President Constance Bradley and members of the TWU International Women's Committee posing in front of one of San Francisco's famous trolleys.



Local 101's members in National Grid Energy Management. The unit just won a major contract working on the boilers, generators and other equipment at the New York City Housing Authority (NYCHA).



**HISTORY
IS MADE IN
GREENPOINT**

It took 52 years, but the glass ceiling has been shattered in the Control House of National Grid's LNG plant in Greenpoint, Brooklyn.

Gelany Morales, 27, is the first female Chief at the sprawling plant, which is located on Maspeth Ave. along the Newtown Creek. She assumed the safety-critical duties that come with the job last fall.

"It's monumental," Morales said. "I feel honored. I feel humbled. I kind of feel like the Jackie Robinson of the LNG plant."

The Control House is a nondescript one-floor building overlooking the two giant storage tanks and a towering maze of steel pipes, valves, pumps, compression chambers, gauges, burners and other equipment.

THE JACKIE ROBINSON OF NATURAL GAS



From here, Morales and other National Grid staffers orchestrate and monitor the processing and distribution of up to 290 million cubic feet of gas a day.

There are banks of computer screens on two long desks and digital schematics taking up an entire wall. The screens and digital boards display readings from gauges throughout the plant. They relay critical information such as the temperature of the gas and the intensity of the pressure inside the pipes and tanks.

Operators in the plant manually open and close valves with wrenches the size of tire irons and other tools.

Gas enters the plant through a 40-inch wide pipeline with 350-pounds of pressure. It is then liquefied through a series of procedures before being stored in the two tanks.

Tank One is 94 feet tall. Tank Two rises 127 feet.

Natural gas is liquefied because it requires much less space to be stored in that state.

As demand requires, the liquid is heated and vaporized into gas before being pumped through the underground distribution system that eventually leads to homes and business all across Brooklyn, Queens and Staten Island.

This is no joke, as you can imagine. Whether in a gaseous or liquid form, a leak in the plant potentially could be hazardous. Liquid natural gas is cooled to 260 degrees below zero. If that comes in contact with skin, it can cause a cryogenic burn, or cold burn, similar to frostbite. Vapors in certain conditions are flammable.

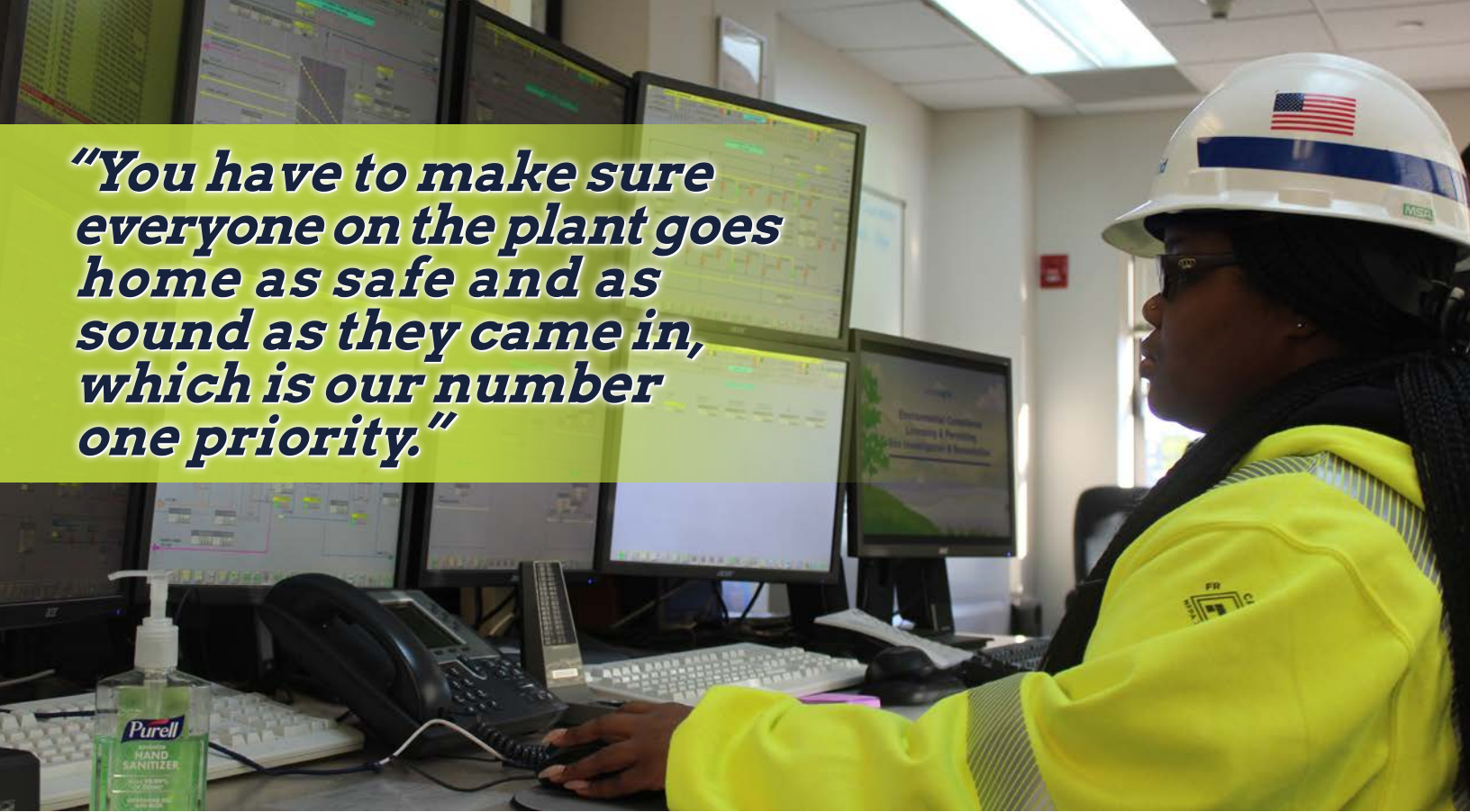
That's why safety protocols and procedures, including wearing the proper equipment, are critically important.

"You hold a huge responsibility as the chief," Morales said. "You have to make sure everyone on the plant goes home as safe and as sound as they came in, which is our number one priority."

Born and raised in Brooklyn, Morales took a job in 2012 with National Grid as a Call Center Representative. She became a



“You have to make sure everyone on the plant goes home as safe and as sound as they came in, which is our number one priority.”



Clerk in the Local Law 30 program in 2015, and successfully applied for a job in the LNG plant two years later.

Local 101 Vice President Joe Coscia remembers working across from Morales when she was a clerk and was impressed.

“I thought she was a smart young lady who would do well in the company,” Coscia said. “She definitely made an impression on me. She wanted to advance her career and I thought she would in fact succeed.”

While working at National Grid all that time, Morales also was pursuing a higher education. She earned an associates degree in liberal arts and was working towards an engineering degree at the New York City College of Technology when she was offered a promotion to plant Operator.

Morales decided to take the job and put college on hold. Technically, Morales is subbing as a Chief but it’s only a matter of time before her title is officially changed to reflect her duties.

“I love it,” she said. “There’s always space and room to grow. You never get the comfortability of knowing everything, which you get in some other positions. You’re always learning at the plant.”



It wasn’t an easy upward climb in the male-dominated gas industry. Much of the training is hands-on with superiors sharing their knowledge on the job, Morales said. Some of the men were “stuck in their ways” and doubted her ability to take on such a bigger responsibilities, she said. Some simply refused to train her, she said.

“It was pretty difficult,” she said. “I was dealing with Chiefs who were on their way out. It was an adjustment for them and for me. There were obstacles I had to deal with. You just have to stay focused and know you are there for a bigger purpose than the obstacle in front of you.”

Like Jackie Robinson, Morales is a trailblazer. Others already are benefiting from the path she traveled.

There are now two other women in the plant: Operator Katherine Dwyer and Operator’s Assistant Alexandria Richards.

“It’s history,” Richards said. “She’s the first female chief in a plant that has been here for more than 50 years. It’s amazing. It’s change, and change is good. ”

On the job...

*at the Stores Building
in Greenpoint*



playing Ball for a Good Cause





TWU Local 101 members participated in a charity softball tournament benefiting Junior Achievement, which provides educational programs for kids and teens, at MCU Park in Coney Island on Saturday, Sept. 28, 2019.





TWU Local 101 Receives *National Safety Council Award*

TWU Local 101 Executive Board member Phil Coiro (far right) showing the award received from the National Safety Council. Also pictured, Karl Mager of TWU Local 555.



TWU Local 101 received an award from a leading safety organization in September.

The National Safety Council cited Local 101's "substantial service and dedication" towards the prevention of accidents – on and off the job.

TWU Local 101 Executive Board Member Phil Coiro has represented Local 101 in the NSC's Labor Division since 2010. He accepted the award, which reflected both his individual service and Local 101's commitment.

"This is quite an achievement," Local 101 President Constance Bradley said. "Phil has done a tremendous job in the field here in New York, and has generously shared his knowledge and experience on a national level too."

The NSC has been the leading safety advocate for more than 100 years. It is a nonprofit organization with the mission of eliminating preventable deaths at work, in homes, communities and on the road through leadership, research, education and advocacy.

The NSC presently has eight divisions, including a Labor Division. Several locals throughout the TWU family are members of it and participate in meetings twice a year. These conferences are used for training, networking and keeping up to date with government agency standards. The training is presented by numerous union organizations, safety professionals and OSHA labor liaisons.

Two TWU locals received the Presidents Letter award from the NSC at the 2019 Congress and Expo/Labor Division meeting: Local 101 and TWU Local 555. Local 555 in Dallas represents the ramp, operations, provisioning and freight agents working at Southwest Airlines.

International Transport Workers Union Vice President John Doyle read the following statement during the awards ceremony.

On behalf of the National Safety Council, in recognition of substantial service and dedication to the NSC Labor Division. Your contribution in the mission of preventing injuries and saving lives has been valued, and your commitment has been noteworthy.

On behalf of the International, I would like to take the time to recognize both Locals and the gentlemen that have represented them at the NSC for their passion to safety and dedication to our members. I most recently attended the National Safety Council Congress and Expo as well at the Labor Division meeting last year in Houston with them. I recognized their commitment and passion just as the NSC has done. Please join me in congratulating them and their Locals for their commitment to safety and receiving these recognition awards

TWU Local 101 Utility Division

TRANSPORT WORKERS UNION of AMERICA, AFL-CIO

195 Montague Street
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Brooklyn, NY 11201
(718) 745-7597

Constance Bradley
President

Richard Diaczuk
Financial Secretary.-Treasurer



Joseph Coscia
Vice President

John Nellis
Recording Secretary

NOTICE OF SECTION MEETINGS

2019 - 2020

ALL MEMBERS ARE WELCOME TO ATTEND

THURSDAY - FEBRUARY 20

THURSDAY - MARCH 19

THURSDAY - APRIL 16

THURSDAY - MAY 21

JUNE - RECESSED

JULY - RECESSED

AUGUST - RECESSED

ALL MEETINGS ARE HELD AT 6 PM SHARP

LOCATION:

**KNIGHTS OF COLUMBUS
1305 86th STREET, BROOKLYN, NY 11228**

ALL DELEGATES AND SHOP STEWARDS MUST ATTEND

THIS NOTICE TO BE POSTED ON ALL UNION BULLETIN BOARDS

LOCAL 101 TRANSPORT WORKERS UNION OF AMERICA
2020 NOTICE OF NOMINATIONS AND ELECTION
OFFICIAL ELECTION RULES

Nominations and Elections for the following officers of Local 101, TWU: President, Vice President, Recording Secretary, Financial Secretary-Treasurer, and five (5) Executive Board Members will occur between February 3, 2020 and March 20, 2020, with the count to occur on March 20, 2020. As per Article VIII Section 5 of the Bylaws, the Officers and Executive Board Members elected shall also serve as delegates to the TWU International Convention.

NOMINATIONS

1. The Nominating Period is from February 3, 2020 to 6:00 pm on February 7, 2020. Nominations may be made only by nominating petitions on forms available from the Election Committee.
2. Every member in good standing for 12 consecutive months immediately previous to February 3, 2020 shall be eligible for nomination and election to office. Those elected shall serve a three (3) year term of office commencing on April 1, 2020.
3. Blank nomination petitions will be available, on the request of any member in good standing, at the Union Office, 195 Montague Street, Third Floor, Brooklyn, New York 11221, February 3, 2020 through February 7, 2020, between 9:00 a.m. and 6:00 p.m. The member requesting the petition must identify the candidate or candidates whose name will be placed on the petition. The Election Committee shall verify the eligibility of any such candidate and may refuse to issue a petition to a candidate which is determined to be ineligible.
4. An advance ruling on a candidate's eligibility may be requested by letter to the Chair of the Election Committee marked c/o Local 101, 195 Montague Street, Third Floor, Brooklyn, New York 11221, received no later than January 24, 2020 at 5 p.m. Should such a ruling be requested, the Election Committee shall meet to rule on that request on January 27, 2020 at 5 p.m. at the offices of Local 101.
5. Slate petitions will be available and will be required for any group of candidates desiring to run as a slate for the four (4) Offices and five (5) Executive Board positions. Slate candidates are required to file with the Election Committee, not later than 6:00 p.m. on January 29, 2020 a statement of their desire to run as a slate, signed by each candidate and indicating the Office position for which is a candidate. This form will be available at the Union Office, 195 Montague Street, Third Floor, Brooklyn, New York 11221. Each slate or individual candidate petition shall require the signatures of at least one hundred (100) members in good standing.
6. Each member requesting nominating petitions shall be required to sign for and be responsible for same.
7. The original signatures of one hundred (100) members in good standing, signed in ink, are required for a nomination for any Office or Executive Board position. Members signing will also be required to print their name and i.d. number. Nomination signatures are valid only for the position for which the candidate is listed on the nominating petitions.
8. No petition will be accepted, or the signatures thereon counted, unless the member who has secured the signatures fills in and signs the statement at the bottom of each sheet, attesting that he has personally secured the signatures thereon and that he informed each signer of the purpose of the petition.
9. The signed nominating petitions must be filed with the Election Committee at the Union Office not later than 6:00 p.m. on February 7, 2020. The Election Committee shall meet on February 10, 2020 at 1:00 p.m. to review all petitions and rule on all unresolved eligibility questions. Protests concerning the eligibility of any candidate must be filed with the Election Committee no later than 12:00 noon on February 10, 2020. All candidates will be notified by mail of their nomination and the Committee's ruling on his/her eligibility; said notice shall be mailed on or before February 12, 2020.

10. Each nominee must file his or her signed acceptance of the nomination with the Election Committee, which must be received in person not later than noon on February 19, 2020. No candidate may accept nomination for more than one (1) Office including Executive Board Member.

11. The name of each nominee will appear on the ballot in the spelling as it appears on the nominating petition.

ELECTION

1. A contested election will be conducted by the American Arbitration Association (“AAA”). The AAA will mail ballots to all members in good standing (members paying dues as of January 31, 2020), at their last known address, on February 27, 2020. The ballot will contain voting instructions and the deadline for return of the ballot. All returned ballots must be received by 5:00 p.m. on March 19, 2020. All ballots must be returned by mail to the address designated by the AAA. There will be no exceptions.

2. Members not receiving ballots by March 17, 2020 shall request replacement ballots through the Election Board by calling the Union Office at 718-745-7597. If ballots are returned as undeliverable the Election Board shall make reasonable efforts to get the ballots to the member.

3. The votes will be counted at the Office of the AAA on March 20, 2020 at 9 a.m. by the representatives of the American Arbitration Association, and the results will be immediately announced.

4. In the event of an uncontested election for any or all positions, no mail ballot shall be conducted for that position, and the Election Board Chairman shall cast one ballot for all uncontested candidates who are deemed eligible to run for office.

5. Candidates on slates will appear on the ballot ahead of the individual candidates. The slate with the largest number of valid nominating signatures will appear first on the ballot, and other slates will be ranked on the same basis. The names of individual candidates will then be ranked on the same basis.

6. No member may vote for more than one person for any office or more than four persons for Executive Board.

7. Each candidate or an observer of his choice will be allowed to watch the counting of the ballots. The Election Board shall rule on all challenges.

8. If there is a tie vote for any office or position, a runoff election shall be held.

9. All mailings to the membership shall be done at the candidate’s expense. Items to be mailed shall be delivered to a mailing house chosen by the Election Committee for mailing. The Election Committee will deliver mailing labels to the mailer. A candidate has the right to inspect but not copy the Union membership list commencing on January 30, 2020. The membership list will be available for inspection at the Union Office.

APPEALS

1. Protests arising out of the conduct of the election shall be filed in writing with the Election Committee not later than March 27, 2020. The Committee will meet to rule on all appeals on March 30, 2020.

2. Any appeal to the Local Executive Board from the decision of the Election Committee must be filed in writing with the Local Secretary Treasurer not later than fifteen (15) days after the decision of the Election Committee appealed from. Appeals to the International may be taken, in writing, within fifteen (15) days of a decision of the Local Executive Board. If the Local Executive Board does not act within thirty (30) days, the appellant may proceed directly to the International Executive Board by filing a written appeal with the International Secretary Treasurer.

THE ELECTION COMMITTEE

Celeste Streeter, Chair (email: c_streeter@yahoo.com)
Tracey Lowe, Co-Chair
Shawanda Black, Secretary
Counsel – Arthur Z. Schwartz (email: aschwartz@afjlaw.com)



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**TWU Local 101 Section Meetings
are held monthly on Thursdays
at 6 p.m. at
The Knights of Columbus,
1305 86th St., Brooklyn, NY, 11228**

**ALL DELEGATES
AND SHOP STEWARDS
MUST ATTEND**



TWU LOCAL 101

Constance Bradley
President

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*Financial
Secretary-Treasurer*

John Nellis Jr.
Recording Secretary

Executive Board
*John De Morato
Derrek Oliver
Coretta Jones
Phil Coiro*

Administrative Staff
*Angela Green
Latisha Young*

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Pete Donohue

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www.twulocal101.org