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

MICHAEL F. CONIGLIARO 1957 - 2016



Heaven is now a better place - but the loss down here is great.

TWU Local 101 President Mike Conigliaro died suddenly of an apparent heart attack Nov. 1st at his Staten Island home. He was just 58 years old.

In an instant, Local 101 lost a revered leader who reinvigorated a sense of union pride, tirelessly advocated for his blue-collar members, successfully steered his organization through company takeovers and negotiated good labor agreements in tough economic times.

Under Mike's leadership, Local 101 also became more responsive to members' concerns and more active in the community. And its ranks grew dramatically, from about 1,200 when he became president in 2012 to approximately 1,600 today.

Membership is on track to grow even more with new hires by National Grid, thanks in part to the pressure Mike brought on the company while executives sought government approval for a rate hike earlier this year.

"Mike was simply the best," Constance Bradley, who elevated by the Executive Board from vice

president to president after Mike's death, said. "We have come so far because of his energy, enthusiasm and leadership. But he was much more than a great leader. He was a dear friend. We miss him terribly."

Shock and grief enveloped Local 101 as news spread of Mike's death. More than a few members working at National Grid and HomeServe were unable to finish their shifts. They returned their trucks to their yards, punched the clock and went home in sadness.

"That's the kind of man we are grieving," retired Local 101 Vice President Josephine Arroyo said. "He was a great father, a great grandfather and he treated his members like his own family."

Mike is survived by his wife, Tina, three adult children, and four grandchildren.

Well over a thousand mourners attended the wake at the Martin Hughes Funeral Home on South Shore Road in Staten Island on Friday, Nov. 4, many of them wearing Local 101 t-shirts and sweatshirts.



The line to get into the funeral home started on the sidewalk, stretched through the lobby, continued down a long corridor and then extended the entire length of the large viewing room.

The room itself was filled with row after row of seated mourners.

Large wreaths of colorful flowers, sent as tributes, lined the walls.

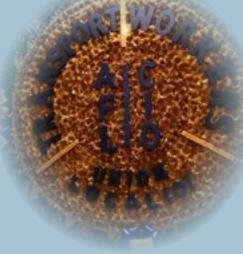
At the front of the room, a single framed photograph of Mike sat on top of the mahogany coffin.

In addition to being Local 101's president, Mike was a TWU International Vice President, and one of the International's ablest and most dynamic leaders.

TWU Local 100 President and International Executive Vice President John Samuelsen expressed profound grief on behalf of the local's 42,000 members.

"Mike's passing is an incredibly sad moment for Local 100 and the entire labor movement in New York City," Samuelsen said. "He was a tremendous leader for his members in Local 101. He was like a brother to me and well loved by everyone here in Local 100. Our hearts and prayers go out to his family, and to the family of Local 101 during this trying time."

After serving many years as Vice President and Recording Secretary,



Mike was appointed Local 101
President in September 2012
to fill a vacancy. He ran for a full
term in 2014 – and was unopposed
in the election.

Over the years, he helped lead Local 101 through two tumultuous corporate takeovers of the former Brooklyn Union Gas Co., first by the Keyspan Corporation in 1998 and then by international energy conglomerate National Grid in 2006. He skillfully resisted all efforts to marginalize the workforce, and protected their contracts and benefits against management demands for major givebacks.

In 2014, he negotiated a 5-year contract with National Grid that gave workers 13.5% raises and free dental, an unheard of benefit these days.

To increase union pride and

engagement, Mike reinvigorated Local 101's committees, initiated the annual summer picnic, started sending email blasts to members and orchestrated the publication of the Burning Bright newsletter.

Mike wanted people to be inspired and proud to be part of Local 101, and it was starting to happen.

The Women's Committee, Veterans' Committee and other rank-and-file groups of activists, meanwhile, have been running successful fundraisers and clothing drives for struggling veterans, the homeless, victims of domestic violence and others in need. He made sure that such efforts were recognized in Burning Bright and on the Local 101 website.

Whereas 30 or 40 members would attend Section meetings back in 2012, today approximately 100 regularly show up.

"I am on a mission to build on what we have and create an even better future for those who follow us," Mike wrote to Local 101 members shortly after becoming president.

Mission accomplished, Mike. Rest in Peace.

A Hero is Laid to Rest

by Pete Donohue

ocal 101 President
Mike Conigliaro was
remembered at his
Funeral Mass as a hero
by those he always put first –
his family.

His eldest son, Michael, his daughter, Jaclyn Zito, and his youngest son, Steven, all spoke from the pulpit at the Our Lady Star of the Sea R.C. Church in Staten Island where approximately 500 hundred mourners gathered on Saturday, Nov. 5, a spring-like day with cloudless blue skies and sunshine that belied the sadness in so many hearts.

"I just want to start off saying that my father was my hero," Michael said.

"My dad, as all of you know, was a great man, someone who was incredibly selfless in his nature, someone who would think of ways to help you, before you

even knew you needed the help. "He was the man who wanted to pick you up from the airport, at rush hour, 5 p.m., the Belt



Parkway. He would make you let him get you.

"He wanted to help you move.

Who wants to help you move? In fact he would get mad, really mad,

if I would tell him I was doing something that he couldn't help with."

Mike's legacy can be summed up in one word: love, Jaclyn said. "He loved his job," Jaclyn said. "Being president of Local 101 and vice president for the International Union was never actually work for him, since he enjoyed it so much. He loved his wife and treated her like the Queen of the world. He loved his children...and most of all, he loved his grandchildren." Steven, the youngest of the three siblings, said his father was a constant, warm and generous presence is his children's lives.

"Some children miss out on their fathers because they decide to be physically absent, choosing work or hobbies over spending time with their kids. Other parents are emotionally absent, not letting their children see that they are

"My dad, as all of you know, was a great man, someone who was incredibly selfless in his nature, someone who would think of ways to help you..."







Mourners outside Mike Conigliaro's wake and funeral, including newly appointed Local 101 President Constance Bradley (left), and TWU International President Harry Lombardo (center).

"He loved his job,"

capable of having emotions, hiding who they really are, maybe because they are embarrassed by their feelings, or maybe feeling that real men don't cry in public or kiss their children, but my father was never gone. Dad was always there for me when I needed him. My dad was an amazing man and father."

Sunlight filled the large church during the service, pouring in through rectangular windows high up near the ceiling above and through stunning two-story stained-glass windows that towered above the pews.

An organist, violinist and solo singer performed the hymn "Here I am Lord" as pallbearers brought his coffin into the church at 11:50 a.m.

The mourners included: TWU International President Harry Lombardo; International Executive Vice President and Local 100 President John Samuelsen; TWU International Transit Division Director Jerome LaFragola, newly appointed Local 101 President Constance Bradley; the other four top Local 101 officers, Joe Coscia, Bruce Cox, Stephen Sipp and Richard Diaczuk; Administrative Assistant Angela Green and retired Vice President Josephine Arroyo.

Exactly one hour after entering the church, the somber procession of priest, pallbearers, casket and family made its way back down the aisle towards the front doors to the devotional song ""On Eagle's Wings" with the refrain, "And He will raise you up on eagle's wings/Bear you on the breath of dawn/Make you to shine like the sun/And hold you in the palm of His Hand."

Mourners outside Mike Conigliaro's wake and funeral, including newly appointed Local 101 President Constance Bradley (left), and TWU International President Harry Lombardo (center)



Following Mike's wishes, his children delivered the Eulogy at his Funeral Mass, sharing their memories, and their grief, with the hundreds of mourners gathered.

Below is a transcript of the loving tribute and farewell to Mike that his children — Michael, Jaclyn Zito and Steven – gave at Our Lady Star of the Sea R.C. Church in Staten Island on Saturday, Nov. 5, 2016.

Michael Conigliaro Jr.

I'm Michael. I'm the oldest of my fathers' children.

I just want to start off saying that my father was my hero.
My dad, as all of you know, was a great man, someone who was incredibly selfless in his nature, someone who would think of ways to help you before you even knew you needed the help.

He was the man who wanted to pick you up from the airport, at rush hour, 5 p.m., the Belt Parkway. He would make you let him get you. He wanted to help you move. Who wants to help you move? In fact he would get mad, really mad, if I would tell him I was doing something that he couldn't help with.

Over the summer, he came to visit us in Florida. It's 100 degrees. It's so humid and so hot. Prior to coming, he was asking if I needed help with any projects around the house. I wanted to cut some trees in the back yard. We were putting a pool in. From the moment he entered the car at the airport, he's asking, 'Michael, when are we cutting the trees?" And this went

on for the whole ride. As I'm sure all of you know, my father repeated himself, a lot. 'Michael, the trees. Michael. Michael. Michael, the trees, when are we going to, Michael, Michael, the trees.' I can hear his voice ever present in my head. I was able to hold him off that day because, obviously, when we got to the house Charles and Catherine, they needed their grandpa. But the next day, it was even hotter. Not only did we cut the trees, but we cleared my whole back yard.

So my dad is in the tree, 30-40 feet up in the air, wielding a chain saw with one hand, hanging like a monkey, trimming the trees like he's been doing it his whole life. He always knew how to do everything, and if he didn't know, he knew a guy. I could never understand how he knew a guy for everything. I mean, isn't that just the coolest thing, especially as a kid? My dad knew a guy at the Garden who would give us a puck at every Rangers game, or a guy to take us for a ride in the Ghostbuster car, or the guy who got the hot cable boxes or whatever it was. It was like a movie and my dad was the star.

As we got older, he helped me and so many of you with countless things, and he did these things with such love.

My strong as an ox father, my hero, died in his chair in the living room, after watching Monday Night Football, on a night where he was trick-or-treating with his family, and in the end, he knew a guy.

I mean, way, way, way, way too young, but what a solid way to go out.

I love you dad. I love you so much. You have given me so much strength. I promise to take care of everything. Rest easy dad, I love you.

Jaclyn Zito

A list of how amazing my father is, how much he has done for all of us, can take an endless amount of pages. But what his legacy should boil down to is his love. He loved his job. Being president of Local 101 and vice president for the International Union was never actually work for him, since he enjoyed it so much. He loved his wife and treated her like the Queen of the world. He loved his children,



whom he gave to until he couldn't give anymore, and most of all, he loved his grandchildren.

He taught us how to love, and

as his daughter, he taught me how to be loved. He taught me to be strong, independent and to always take care of family first. Usually, when people die suddenly like my father, there are tons of regrets about unsaid words. I can honestly stand here and today and say that's not true. I saw my father on a weekly basis. I spoke to him three times a day and we always said, 'I love you.' Only one month ago, when I went back to work, my father sent me a message on Instagram. He said, 'Jaclyn, what you have built is a loving family, and as your dad, I am so proud of you and all that you have accomplished this past year. One of my proudest moments of being your dad was when you decided to bring your family to our home, so you could have less stress with your pregnancy along with building your new home. I love you so much, and your son is such a loving boy, and your little girl is getting so big and I can't wait to spend more time with her.

I need to say, 'Thank you.' I need to say, 'Thank you, daddy. Thank you for being you. Thank you for all that you have done. Thank you for putting us first. Thank you for being my daughter's hero and my son's best friend.' They will forever be taught your legacy. You are my hero. The first man I ever loved and I will always be daddy's little girl.

Steven Conigliaro

I would like to thank everyone for coming out today and sharing in my father's memory. He always said that when the time came for him to be remembered, he wanted his children to speak and share his memory. Some children miss out on their fathers because they decide to be physically absent, choosing work or hobbies over spending time with their kids. Other parents are emotionally absent, not letting their children see that they are capable of having emotions, hiding who they really are, maybe because they are embarrassed by their feelings or maybe feeling that real men don't cry in public or kiss their children, but my father was never gone. Dad was always there for

me when I needed him. My dad was an amazing man and father. He loved his family and he loved his friends as if they were family. I always knew he was a giving man, and in the last couple of days, I kept hearing was how he helped anyone who asked for it. If someone needed a job, he was going to try his best to get you one. When his co-workers heard he passed away, they walked off the job site. They had to get five buses because so many people wanted to come to say good by to a man they came to respect and love.

I will never forget the man he was. Whenever I needed help with something, he was always there. These last couple of years, we became closer than we've ever been before. We shared laughs and we shared emotions with one another. He showed me what a father and husband should be like. He will always be missed. He was selfless with us all. I will always love you and will always miss you. He was my rock.





Constance's Corner

By Local 101 President Constance Bradley

Brothers and sisters.

Our beloved late president, Mike Conigliaro, wore many hats as president of TWU Local 101, a job that he loved. He believed passionately in the importance of unions and how they were instrumental in the fight to help New Yorkers reach and stay in the middle class. Mike negotiated contracts and other agreements with National Grid and HomeServe, fought on behalf of members hit with disciplinary charges, and he took a very active role in the many activities of our revived committees.

He also spent a lot of time orchestrating the publication of our periodic newsletter, Burning Bright.

Mike loved the newsletter, and he helped select everything from the pictures to the headlines to the content, and he wrote his own column.

It was very important to Mike that Local 101 members be informed of the successes and challenges facing Local 101,

and that members be recognized for their accomplishments and good works. If a member received an award or ran a fundraiser, Mike wanted it in Burning Bright.



was mostly complete when Mike passed away. While the front cover and first section of this edition pays fitting tribute to our fallen president, the rest of it also includes photos and articles in which Mike is featured and quoted. Given that Mike cared so much about Burning Bright, I thought that Derrek Oliver, John Nellis and was the best way to go.

While it may be difficult for many of us right now to see photos of Mike and see him quoted in articles about union matters, I believe in my heart that this is the right thing to do. I hope in time that these

memories of Mike, and many more, bring comfort, joy and wisdom to all of us, including Mike's family, grieving his loss.

We are stronger for having known Mike, and because of his leadership, we now must move

forward. I promise you that my administration will work tirelessly on behalf of you, the members, just as Mike did for so many years in different capacities.

The Executive Board has approved several appointments: Joe Coscia, Vice President; Stephen Sipp, Financial Secretary-Treasurer, and Bruce Cox, Recording Secretary.

Vacancies also have been filled on the Executive Board with the appointments of John De Morato, Gregory Bimbiras.

I want to wish everyone a happy and healthy holiday season.

In memory of Mike Conigliaro, we are collecting donations to St. Jude Children's Hospital. National Grid will make a straight donation of \$5,000. It also will match dollar for dollar (up to an additional \$5,000) contributions made by National Grid employees represented by Local 101. This is an opportunity for all of us - union and management - to make a positive impact in Mike's honor. Please join us this effort, which would definitely make Mike proud. Union delegates will be collecting funds at National Grid work locations. Please include your name and contact information. Checks and money orders should be made out to St. Jude Children's Hospital. Non-cash donations can also be mailed to TWU Local 101 at 195 Montague St., Brooklyn, NY, 11201



The Brooklyn Kid remains undefeated

BATTLE ON THE BOARDWALK GOES 6 ROUNDS

Julian Sosa, Local 101's favorite boxer, notched another impressive victory on Aug. 16th in Coney Island, Brooklyn, and remains undefeated.

Coached by his father, Aureliano, a veteran National Grid mechanic, Sosa, 20, scored a unanimous six-round decision over fellow welterweight Rene Marquez at the new and impressive Ford Amphitheater on the famous boardwalk.

now 6-0 with one draw. Hundreds of spirited "Team Sosa" fans came out for the fight, which was part

of the undercard to the Errol Spence Jr./Leonard Bundu world title elimination bout.

Spence knocked out Bundu.

Sosa, who trains out of the Atlas Cops & Kids gym in Flatbush, is following in his father's footsteps.

Aureliano Sosa boxed on the 1986 Mexican Olympic team and had a professional career before taking The young pugilist from Brooklyn is a job with National Grid. The elder Sosa has been the head coach with the Atlas Cops & Kids boxing program since 2009.



Ecuador Earthquake Relief



When a devastating earthquake hit Ecuador in April the shock was felt in Brooklyn and Queens where Local 101 sprang to action.

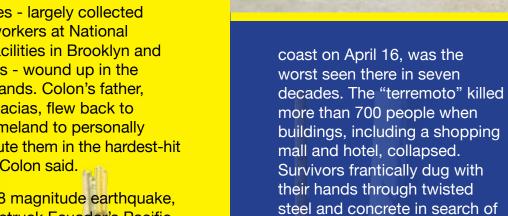
Gabriela Colon, a talent acquisition coordinator at MetroTech, and her sister, Narcisa Macias, who works in National Grid's Consumer Advocacy Department, spearheaded a disaster-relief

campaign that delivered food, clothing, medical supplies and hygienic products like toothpaste and diapers to Ecuador.

"We wanted to help," Colon, 34, said. "Ever since I could remember our parents would take us there during summer vacation, and as an adult, I travel there once a year."

There's no doubt that the supplies - largely collected from workers at National Grid facilities in Brooklyn and Queens - wound up in the right hands. Colon's father, Luis Macias, flew back to his homeland to personally distribute them in the hardest-hit areas, Colon said.

The 7.8 magnitude earthquake, which struck Ecuador's Pacific



Approximately 12,500 people were injured and more than 26,000 were left homeless, Ecuadorian government officials said.

and rescue crews.

their loved ones until authorities

were able to bring in equipment

"It was the worst experience of my life," Jose Meregildo, who was interviewed on CNN, said about the tremors that violently shook his house in Guayaquil, 300 miles away from the quake's epicenter. "Everybody in my neighborhood was screaming saying it was going to be the end of the world."

Colon and her sister set up signs in MetroTech offices and yards spreading the word about the relief effort, and placed bins on company properties.

Employees donated canned food, cases of bottled water, pain relievers, hand

sanitizer, alcohol pads and more.

At the Ecuadorian Consulate on Roosevelt Ave., Queens, volunteers packaged the donated supplies, some of which were then trucked to Kennedy Airport.

"It was the worst experience of my life..."

Macias flew to Ecuador with suitcases stuffed with 150 individual bags of hygienic and medical items. He also carried more than \$300 cash collected from individuals and organizations, including Local 101. He used the money to buy groceries.

"He went grocery shopping and then handed out bags of food in the worst

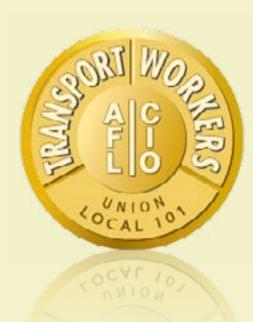
affected areas." Colon said.

"It was very emotional for him. The people were so appreciative. They offered to make him meals and stay in their homes, which were little huts. They were offering him everything and anything they could."



PROUD LOCAL 101 VICE PRESIDENT JOSEPHINE ARROYO RETIRES





Union pride - and family

Those words sum up TWU Local 101 Vice President Josephine Arroyo, who retired in August after 42 years with National Grid and its predecessor companies. Whenever Arroyo introduced herself on union business, she always used the word "proud" before her title. The titles changed over the years, but the adjective remained the same.

Proud delegate

Proud assistant to the president. Proud executive board member, proud secretary-treasurer and since May 2012, proud vice president.

"I come from a union background," she said. "My dad worked himself up to president and then business agent of the machinists' union. I was exposed to unions since I was eight years old. After I was hired in the accounting department

of Brooklyn Union Gas in 1974, I was always involved, going to meetings, picketing when we went out on strike.

I was a true union worker in every sense of the word."

Arroyo said she was "pushed" to run for office in 1992 by the then Local 101 president who saw in Arroyo a potential leader. Arroyo won by a landslide: 49 to one. "He only got one vote," Arroyo said of her opponent. "His own."

"I was exposed to unions since I was eight years old."

There was no playbook to follow, Arroyo said, so she learned how to represent workers on the job. She treated everyone like family, she said. And she insisted members tell her the truth about their situation – the good, the bad, and the ugly – and provide personal details about their lives. In there somewhere might be the key to turning a case around, she said.

"You need to know if there is something going on with them," she said. "You need to know if there's something going on with their family. They could have just had a bad day."

With her help, for example, Local 101 convinced management to rehire a fired worker.

The member had an on-the-job accident with a company vehicle on Valentine's Day. Arroyo found out that the man's girlfriend had died suddenly just days before the crash. "In my opinion, he shouldn't have come to work that day," she said. "He lost his job but we got it back."

Local 101 President Mike Conigliaro said Arroyo also was an invaluable asset when officers were negotiating contract improvements.





"We wouldn't be where we are today without Josephine's hard work, big heart and street smarts," Conigliaro said. "I was extremely fortunate to have had Josephine on my team. We have big shoes to fill."

International President Harry Lombardo, who came up from Washington, D.C., to attend Arroyo's retirement party on Sept. 30th, praised the union veteran. "Josephine is a gem," Lombardo said. "The textbook definition of 'union activist' and she will be sorely missed, not just at Local 101 but around TWU."

If forced to choose a highlight from her decades in the labor movement, Arroyo cited the relief work TWU International and Local 101 did after Superstorm Sandy ravaged coastal sections of the city.

"The International brought a bus full of supplies to our National Grid job locations to give out soap and clothes and deodorant," she said "That touched me a lot. All of our people, our members who had suffered so much, got to take everything they wanted, even toys for their kids. That touched me."

Arroyo personally handed \$2,000 checks to each of the Local 101 members whose homes were damaged by the storm.

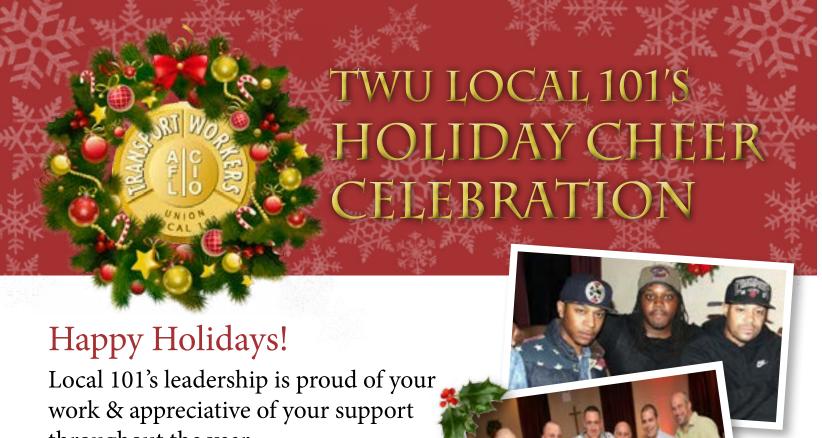
"They were crying, hugging me, thanking me," she said. "It was very emotional."

Local 101 distributed about \$100,000 to Sandy victims to help them get back on their feet, Arroyo said.

Stepping down is "bittersweet," Arroyo said. She still loves the job and the people, she said. Her 86-year-old mother, however, is ill and needs her care, Arroyo said.

"I vowed to never put my mother in a nursing home," she said. "Never."

Still, Arroyo isn't completely severing ties with Local 101.
"I'll be at the Christmas parties, the picnics," she promised.
"I'll be around."



throughout the year.

Join us for Hot Food, Dancing and Great Company!

Date: Thursday, December 22nd

Time: 6 - 11PM

Knights of Columbus Hall

1305 86th Street

Brooklyn, NY





TWU Local 101 secured raises of up to \$4 an hour for dozens of members assigned to National Grid's Call Center in Brooklyn.

Local 101 President Mike Conigliaro and his administration in August renegotiated the existing contract with National Grid to raise the minimum Call Center pay to \$15 an hour.

More than 40 employees who were making less than that automatically get the raise effective Nov. 1, Conigliaro said. All new hires going forward will start at \$15 an hour, he said.

"This was a big accomplishment," Conigliaro said. "National Grid did not want to reopen the contract. But we embarrassed them into doing the right

thing. Paying people \$12 or \$13 an hour in NYC is ridiculous. Nobody can live on that in this city." Local 100 negotiators also pointed out to National Grid executives that the pay increase was a good business move. The low entry-level pay rate caused high turnover at the Call Center - and customer service suffered, Conigliaro said. New hires didn't see National Grid as a place where they could have a long-term career, he said.

"People were leaving after one or two weeks," he said.

There are approximately 180 National Grid employees at the Call Center, so the raise will impact approximately one-quarter of the work force there.

Around the Union



Local 101 member PJ Smith, a volunteer with the Floral Park Volunteer Fire Department on Long Island, was honored along with other first responders for saving the life of a 15-year-old boy The boy went into cardiac arrest during an asthma attack. Smith received a plaque from the village mayor during the ceremony.



Joe Gibbons and friends on Joe's last day at work. Pictured, left to right, are: Gibbons, Tashfin Mohammed, Beth Laskin, Local 101 President Mike Conigliaro, and Gary Charles



Joe Monez (standing center) poses with the gang at the Springfield Yard before punching out one final time before retiring.



Frank Novella (center) at his retirement party with co-workers and friends.



The Distribution Department enjoying a picnic in Greenpoint Park.





John Salzarulo (seated far right) celebrating his retirement.



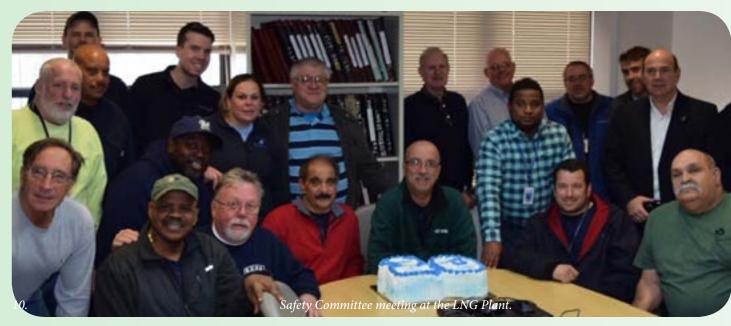
Tom Nokelty's son, Daniel, won a Michael J. Quill Scholarship. Danny is attending Hofstra University.

Getting ready for Mets vs. Yankees game. Counterclockwise from bottom left: John Barbaro, Anthony Oliver, Billy Porto, Phil Coira, Larry Caponigro, Tom Cellucci, Steven Pizzigno, and Willie Carrion.



Pete Ramirez's retirement party.

















TWU Local 100 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

The upcoming meetings will be taking place on the following dates:

December 22, 2016 January 19, 2017 February 16, 2017 March 16, 2017 April 20, 2017 MAY 18, 2017



TWU LOCAL 101

Constance Bradley

President

Joe Coscia Vice President

Stephen Sipp

Financial Secretary-Treasurer

Bruce Cox

Recording Secretary

Executive Board

John De Morato Derek Oliver John Nellis Gregory Bimbiras

Administrative Staff Angela Green **Burning Bright**,

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