

SPECIAL EDITION SPECIAL EDITION 2020 MEDICAL PREMIUMS DECREASE

AS PART OF OUR CURRENT COLLECTIVE BARGAINING AGREEMENT, YOUR UNION NEGOTIATED MEDICAL RATES WHICH WILL BE ADJUSTED ANNUALLY BASED ON OUR LOCAL'S USAGE WITH A MAXIMUM INCREASE OF 6% IN ANY GIVEN YEAR. YOUR NEGOTIATING COMMITTEE, HAVING THOROUGHLY REVIEWED OUR MEMBER'S MEDICAL COSTS OVER MANY YEARS, ALONG WITH OUR TRENDS OF DECREASED USAGE AND LOWER AVERAGE MEMBER AGE OVER THE LAST FEW YEARS, DETERMINED THAT A VARIABLE PREMIUM RATE COULD VERY WELL SAVE OUR MEMBERS MONEY OVER THE LIFETIME OF THIS CONTRACT WHEN COMPARED TO THE TRADITIONAL FIXED RATE INCREASES OUR UNION HAS TYPICALLY NEGOTIATED. THAT SAVINGS HAS BECOME A REALITY.

THE COMPANY INFORMED US THAT WHEN OPEN ENROLLMENT OPENS IN OCTOBER, LOCAL G-555'S PREMIUMS FOR 2020 WILL DECREASE 6.83% FROM OUR 2019 RATES.

FOR THE FIRST TIME IN OUR UNION'S HISTORY SINCE PAYING PREMIUMS, OUR MEMBER'S WILL SEE A DECREASE IN THE COST OF THEIR MEDICAL INSURANCE DURING A CONTRACT. THIS COMES ON THE HEELS OF NEGOTIATING A FREEZE FOR THE 2019 RATES FROM 2018 TO BEGIN OUR CBA. THIS BRINGS OUR 2020 RATE TO PRE-2017 COSTS.

*RATES BELOW REFLECT PARTICIPATION IN THE STAYWELL PROGRAM

WE ARE EXTREMELY THANKFUL FOR OUR BOND OF BROTHERHOOD WITH UWUA LOCAL 69. OUR SISTERS AND BROTHERS WITH THE UNITED GAS WORKERS UNION HAD GONE THROUGH A LONG AND ARDUOUS NEGOTIATIONS TO AGREE TO A CONTRACT MONTHS PRIOR TO OUR BEGINNING NEGOTIATIONS. SHARING THEIR EXPERIENCE IN NEGOTIATING A VARIABLE RATE INCREASE WITH THEIR MEDICAL RATES WAS EXTREMELY HELPFUL AS WE ENTERED TALKS WITH THE COMPANY.

THIS IS A HUGE WIN FOR OUR MEMBERS AND WE HOPE THAT, AS WE CONTINUE TO GET YOUNGER AS A UNION, WE CAN CONTINUE TO SEE SAVINGS OVER THE REMAINING YEARS OF THE CONTRACT.

PLEASE SEE THE TABLE (RIGHT) TO VIEW THE SAVINGS IN OUR 2020 MEDICAL INSURANCE PREMIUM RATES...

MONTHLY MEDICAL INSURANCE PREMIUMS								
Option A	2019	2020	SAVINGS	PERCENT DECREASE				
Employee Only	\$15.75	\$14.67	\$1.08	6.83%				
Employee + Child(ren)	\$67.00	\$62.42	\$4.58	6.83%				
Employee + Spouse	\$81.00	\$75.47	\$5.53	6.83%				
Employee + Family	\$103.00	\$95.97	\$7.03	6.83%				
Domestic Partner	\$432.95	\$401.69	\$31.26	7.22%				
Option B								
Employee Only	\$45.00	\$41.93	\$3.07	6.83%				
Employee + Child(ren)	\$130.00	\$121.12	\$8.88	6.83%				
Employee + Spouse	\$161.00	\$150.00	\$11.00	6.83%				
Employee + Family	\$235.00	\$218.95	\$16.05	6.83%				
Domestic Partner	\$485.51	\$452.37	\$33.14	6.83%				
Option C								
Employee Only	\$97.66	\$90.99	\$6.67	6.83%				
Employee + Child(ren)	\$250.08	\$233.00	\$17.08	6.83%				
Employee + Spouse	\$316.24	\$294.64	\$21.60	6.83%				
Employee + Family	\$455.91	\$424.77	\$31.14	6.83%				
Domestic Partner	\$527.72	\$491.70	\$36.02	6.83%				

The 2019 AIP payout for Union Eligibles was funded at 120%

AS OF SEPTEMBER 1st, 2019 LOCAL G-555 HAS 1051 MEMBERS



GAS WORKERS UNION LOCAL G-555

UTILITY WORKERS UNION of AMERICA, AFL-CIO www.**G-555.com**

EDDIE HALL
EXECUTIVE PRESIDENT

ROBYN ARBOGAST

EXECUTIVE VICE-PRESIDENT

J. J. POPIO

EXECUTIVE SECRETARY

PAUL TALBOO EXECUTIVE TREASURER

WIL SOTO
BUSINESS MANAGER

7777 EXCHANGE ST., SUITE 11 VALLEY VIEW, OH 44125 PHONE: 216.328.0154 FAX: 216.328.0368 info@G-555.com





Dear Sisters & Brothers.

I know it has been a while since our last newsletter and I apologize for the delay. We had some additional items we were working on that we wanted to include when a new edition of "The Union Eye" was released. With all the additional content and information to share with you, we decided to put together a bonus-sized Special Edition for our Members.

As you read on the first page, we are happy to announce that the hard work and dilligent research of your negotiating committee is paying off in the form of savings on your medical premiums for the year 2020. Variable rates on the insurance was not something that we took lightly and we would not have agreed to it if we didn't believe that our trends should allow our members to save money over the best fixed rates the Company was willing to consider. In terms of real dollars, let's look at an example of an FMS A Rep on Plan C (Employee & Family) and compare the final two years of the last contract with the first two years of this contract. See the chart below...

EXAMPLE: FMS Representative A	2017	2018	2-Year Total	2019	2020	2-Year Total
Contract Raise	+ \$1516.80 / Year	+ \$1862.40 / Year	+ \$3379.20	+ \$1920.00 / Year	+ \$1958.40 / Year	+ \$3878.40
Medical Premium Plan C (Employee & Family)	+ \$309.12 / Year	+ \$420.96 / Year	+ \$730.08	+ 0.00 / Year	- \$373.68 / Year	- \$373.68
Increased Take Home Pay	+ \$1207.68 / Year	+ \$1441.44 / Year	+ \$2649.12	+ \$1920.00 / Year	+ \$2332.08 / Year	+ \$4252.08

Over the final two years of our previous contract, you can see that the yearly contract raises increased the Member's gross pay \$3379.20, but increases in the health insurance premiums cost this Member \$730.08 over the same period. So, for the final 2 years of our previous CBA, this Member would see \$2649.12 in additional take home pay. Contrast that to the first two years of our current contract, you can see that the same Member's contract raises increased their gross pay \$3878.40 over this period, while the health care premiums being frozen in 2019 and decreasing 6.83% in 2020, will save the Member a total of \$373.68. Those savings will allow this Member to increase their take home pay \$4252.08 over this period. These savings are putting more money in our Members pockets! It is nearly unheard of in this day and age to see a reduction in the costs of health insurance premiums and I'm not sure I can find, anywhere in our Union's history since we've paid premiums, an example where we paid less for medical insurance than we did the previous year. Again, as was stated on the cover, I can't personally thank the committee enough for their due diligence in researching our usage trend and determining that a variable rate equal to the trend could end up saving our Members money. Your Wage & Grievance Committee that researched and negotiated this benefit consisted of Robyn Arbogast, the late Micky Prendergast, Paul Talboo, Wil Soto, Dominic Rios, Jim Davis, Tim Reindel, Rob Newsome and Debbie Moffitt. I also cannot thank President Craig Bradford, Vice-President Jason Boyce, and the rest of the United Gas Workers Union Local 69's negotiating team enough for giving us the insight on this and many other subjects regarding negotiations. We are stronger when we stand together in solidarity, sharing our learned knowledge.

This special edition will also include updates on our continued efforts to provide educational programs to both our elected officers and members, including Chairman & Treasurer Training, Representative Training and Estate Planning classes. It will include some major changes, including the Voluntary Retirement Program, as well as the Excess of Dispatch. Also within, we will cover the proceedings of the UWUA's 31st Constitutional Convention, give an overview of our 2018 finances, and update you on other happenings this year within our Union.

Please take an opportunity to read about what we have been working on in 2019 and know that this Union continues to work every day for the benefit of our Members.

Fraternally.

Eddie Hall, Executive President Gas Workers Union Local G-555, Utility Workers Union of America, AFL-CIO



Gone, but not Forgotten

RUDY BARRY (1952 – 2019)

Rudy Barry (FMS – Western Shop), aged 66, started with East Ohio Gas in 1978 and upon his untimely passing on June 4, 2019 had given over 40 years of service to Dominion and to Local G-555.

Rudy succumbed to complications following a recent stroke. He leaves behind his wife, Kathleen, two children, and a grandchild.

Rudy was a beloved figure at his Shop and around the system. He was a friend to ALL. He was a huge source of laughter and joyfulness. He will be deeply missed by his Local G-555 and Dominion Family.

Rudy Barry, your final shift has ended, you are cleared to return home.

JEFFERY POOLE (1960 – 2019)

Jeffery Poole (FMS – Northeast Shop), passed away suddenly on September 6th, 2019 at the age of 59. Jeff had over 30 years of service with Dominion and Local G-555.

Brother Poole leaves behind his wife, Jacquiline; mother, Jimmie; two children (Danielle & Gaebrielle); and 3 grandchildren (Jada, Ethan & Mia).



Jeff was a stellar employee, a good Union man, and a great friend. He will be deeply missed by his Local G-555 and Dominion Family.

Jeffery Poole, your final shift has ended, you are cleared to return home.



On March 1st of this year, the Local hosted Chairman / Treasurer training for the District Officers holding those positions. The training was developed by Executive Treasurer, Paul Talboo and Business Manager, Wil Soto and included a special presentation from the current National Secretary-Treasurer and President Emeritus of the Local, Mike Coleman.

Topics for Chairmen included chairing a meeting following Robert's Rules of Order and Parliamentary Procedure, tips for maintaining order, entertaining and voting on motions, Chairman best practices, and Local G-555's proper order of business. Dominic Rios, current Chairman of the Akron District, offered his thoughts on the class, "Being an Officer of the Local for over thirteen years, the training for District Chairs/Treasurers which was provided by Brother Talboo and Brother Soto was... stellar! Previously, there was no formal training and all you could do was learn from your predecessors in office. The training was thorough and even as an experienced Chairman. I was still able to gain useful knowledge."

Treasurers were given a high-level overview by Secretary-Treasurer Coleman of what both the IRS and DOL are looking for when auditing Labor organizations and why proper documentation of income and expenses is so important. The Treasurers were also given a new Monthly Financial Report developed by Treasurer Talboo and the Local's accounting firm, banking procedure updates, updated expense codes, and a review of the new District sub-accounts opened at PNC to allow more transparency and accountability between the District Chairman, Treasurer, and Executive Treasurer. Hector Alvarado, who became Treasurer of the Cleveland District in March, commented, "I thought the training was great. It gave me a guideline to follow to make sure I keep all of the District's books in order and I think it was a great way to get all of the Districts on the same page, at the same bank, and using the same forms for consistency." Cleveland District Chair, Rick Higinbotham, when asked about the training, offered, "The training was awesome. Even though I had been Chairman for almost a year, I found there was a lot more to learn. It was nice having us all in the same place too, so that we could share ideas on how each of us runs our meetings. I also think having National Secretary-Treasurer Mike Coleman in attendance provided us with some great insight as to why we need to have all of our ducks in a row from a financial standpoint. Being able to hold these types of training classes, like the Rep and Steward Training, in house is a huge benefit for our Local."

The Local hopes to build upon the success of this first session in the years to come and is determined to continue to provide educational training to our Officers & Members and continue to support the Districts as their Officers change.

This Labor Day, Local G-555 participated in the Barberton Labor Day Parade for the first time in our history. Our Local was invited to march with the delegation from the Tri-County Regional Labor Council and Ohio AFL-CIO. Our Akron District is a member of the Tri-County RLC and being that our Local is looking to be more involved with our area labor councils, this seemed like a



Akron District is a member of the Tri-County RLC and being that our Local is looking to be more involved with our area labor councils, this seemed like a perfect opportunity for us. The Local is very thankful to the Council for allowing us to participate in the festivities and we hope to have a larger showing of Member participation in this, and other Labor Day events around the state, possibly hosting our own function next year. Pictured (right) on the Tri-County float is Wil Soto (Business Mgr.), Heather Shaw (Akron Dist. Secretary), Robyn Arbogast (Executive VP), and Randy Ruiz (Youngstown Rep)



THE UNION EYE 2 THE UNION EYE



FRANKLIN SHOP 1000 DAYS SAFE On September 10, 2019 the Franklin Shop celebrated 1000 days without an accident. We congratulate our members who work in dangerous situations daily dealing with storage and production for keeping their focus on always working safe.

SPECIAL ELECTION RESULTS

As you should already be aware, in March we conducted a special election to fill the vacancy in the Executive Secretary position following the passing of Mick Prendergast. Over 770 Members took the time to vote; J. J. Popio was the

successful candidate. We have welcomed Brother Popio to the team as we continue to work together for the best interests of the Members.

NEW G-555 OFFICERS

the position of District Representative. In April, both full-time Officers resigned their positions as Reps to ensure that the Members at their Shops had a Rep on-site while they focused on the day-to-day operations of the Local. Eddie Hall selected **Eric Schiavoni**, who had formerly served 11 years as a Rep in Ashtabula, to replace himself as Cleveland District Rep-Northeast. Eddie, also appointed Michael North to replace Robyn Arbogast's vacated position as Akron District Rep-Springside. Eddie also switched the areas of responsibility with Travis Woodside having accepted a job in Inspection. Michael, a Distribution Designer, will represent the Members in Distribution & Transmission Design, GIS Services, and ISC-New Construction; while Travis will represent Distribution & Transmission Inspection and Design Support Services. Scott Demko, a Steward who had been appointed to fill in temporarily as the FMS Rep at Western Shop while the current Rep was unable to perform their duties, was officially appointed as Cleveland District Rep-Western in June when the need to replace the position became permanent. Four of our Reps selected to participate in the VRP. Both Milt Franklin and Debbie Moffitt retired at E. 55th. Debbie's former Steward. Ron Allega (Dispatch), was appointed by President Hall to assume Debbie's unexpired term, while Milt's long-time Steward. Maura Burkett, was also appointed to fulfill Milt's unexpired term as Cleveland District Rep-E. 55th. With the retirement of Rob Newsome in the Dover/New Philadelphia-Marietta District. Mike Golden (Cambridge Shop) was appointed to fulfill the remainder of his term. Mike will represent the employees from Cambridge, Marietta, and Woodsfield Shops in southern Ohio, Randy Ruiz (FMS-Youngstown), was appointed to fulfill the unexpired portion of Kelly Nalbach's term as Youngstown District Rep upon his retirement. Randy's appointment allowed President Hall to switch areas of responsibility to allow Josh Thornton (C&M Youngstown) to return to representing the Members in C&M and GM&R, while Randy will represent FMS. In Canton, with the Rep needing to step away from their union role, President Hall appointed **Steve Sombati**. Brother Sombati previously served as Canton District Representative and is also the former Business Manager of the Local. Steve will fulfill the remainder of the vacant term and will represent the Members in C&M and GM&R at Perry Yard, while Jim Davis will be able to resume representing FMS Canton & all members at the Wooster Shop.

OFFICER NAME:	POSITION:
J. J. Popio	Local G-555 Executive Secretary
Eric Schiavoni	Cleveland District Representative-Northeast
Michael North	Akron District Representative-Springside
Scott Demko	Cleveland District Representative-Western
Ron Allega	Cleveland District Representative-E. 55th
Maura Burkett	Cleveland District Representative-E. 55th
Mike Golden	Dover/New PhiMarietta District Representative
Randy Ruiz	Youngstown District Representative
Steve Sombati	Canton District Representative

We are grateful to all of our former Representatives for their service to the Members of this Union and we thank our new Representatives for stepping up when called to duty.



Please follow us on facebook at facebook.com/LocalG555/ & visit our website at www.G-555.com | Member Section Pasword: G-555

C.E.O. FARRELL SPEAKS IN CLEVELAND

On August 5th, Dominion Energy C.E.O., Tom Farrell, visited Cleveland and spoke to employees at E. 55th. For the first time since Mr. Farrell begain giving updates to employees in Ohio a few years ago, President Hall was able to have your entire Executive Committee (all the District Reps) in



Jnion as we move into a prosperous future,

COMPANY DECLARES INTENT TO EXCESS DISPATCH

Dominion Energy notified the Local of their intent to utilize the "Excess" language within Article 15.8 of our current CBA to eliminate our Dispatch operations at E. 55th St. in Ohio and move all gas distribution Dispatch departments in Dominion's organization (Utah, Ohio, North & South Carolina) to a centralized dispatch center in Gastonia, NC. The Union consulted with both the National Union and our legal counsel to try to find case law that might support an NLRB charge and keep dispatch here. Unfortunately, our existing "Excess" language which has been in place for many contracts, allows a department to be eliminated "for any reason": leaving us no choice but to negotiate for as soft of a landing as we could for the affected Members. The Local was able to negotiate above & beyond the CBA language in place to allow additional positions for the current Dispatch Specialists to choose to transition into, which included positions at all of our Integrated Service Center Locations (Eastwood, E. 55th, Youngstown, & Springside), as well as multiple Field Clerk and General Operating Clerk positions and, in addition, Helper positions in our Field Metering Services department. None of the affected members will lose their current wage and their departmental seniority gained in dispatch will carry into their new positions. The Local also negotiated a "headcount neutral" clause, wherein any current member who chose to apply for and accept a position in the new centralized dispatch operations center in North Carolina would have their position backfilled with a union-eligible position in G-555. A Special Executive Committee was called, and the MOU was approved by your Executive Committee. The Union will continue to work with the Company to advocate for our sisters & brothers in Dispatch as we work through all aspects of their transition to new roles within the Company, "No one is happy with this...", said President Hall, "...and frankly, I'm not sure that having our Members in the field dispatched from another State will work; we know that no one does the job better than our Members. Backed into a corner, we were forced to try to make the best out of a bad situation by trying to provide our current dispatchers with as many options as we could, position wise, to try to cushion the blow of being forced to change jobs."

BY-LAW AMENDMENTS RATIFIED & APPROVED BY UWUA

Your 2019 By -Laws Committee, comprised of Jim Davis-Chair, Milt Franklin, Deb Moffitt, Dominic Rios, and Josh Thornton, have been hard at work reviewing and proposing amendments to the Local G-555 By-Laws. The By-Laws, as amended by the By-Laws Committee and approved by the Executive Committee and National Union, were read aloud and reviewed at the regular monthly District Union Meetings held in April and/or May with the members and were voted upon by the members at the following month's meetings. The amendments, as voted upon by the Members, passed by more than the required two-thirds of all votes cast. The amended and ratified By-Laws were approved by the UWUA and are now in effect. Copies of the new by-laws will be made available to view on the Local's website. We thank our Members for participating in the Democratic Process.

Our Mission **Protecting Our Legacy Building Our Future**

UWUA ELECTS NEW LEADERSHIP TEAM

At the UWUA Convention, Delegates elected a new leadership team to quide the UWUA for the next four years. Former President. D. Mike Langford, and Executive Vice President, Steven VanSlooten, having guided this National Union for nearly 13 years, chose to enter into a well-deserved retirement. The delegates of the Convention nominated and elected two new officers to fill those seats. James Slevin. former President of the nearly 10,000 member Local 1-2 in New York was nominated un-opposed and was elected as the new National

President. Pat Dillon, former President of the Michigan State Utility Workers Council was nominated un-opposed and elected as the new National Executive Vice President. Re-Elected to new terms were the incumbent Vice President, John Duffy, as well as former President of Local G-555. Mike Coleman as National Secretary-Treasurer.

Local G-555 thanks Mike Langford & Steve VanSlooten for their dedication and leadership and we look forward to working with President Slevin, Executive Vice President Dillon and the other National Officers as they lead this Union into the future,

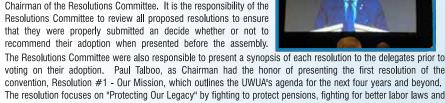


G-555 REPRESENTED WELL AT CONVENTION

TALBOO APPOINTED CHAIRMAN OF RESOLUTIONS COMMITTEE

31st Constitutional Convention, Las Vegas, NV

Your Executive Treasurer, Paul Talboo, was appointed as the Chairman of the Resolutions Committee. It is the responsibility of the



convention, Resolution #1 - Our Mission, which outlines the UWUA's agenda for the next four years and beyond. The resolution focuses on "Protecting Our Legacy" by fighting to protect pensions, fighting for better labor laws and against legislation like right-to-work, fighting all discrimination, and working to protect and improve upon healthcare. The other primary focus being "Building Our Future" by organizing the unorganized, embracing the changes and innovations in the industry, using the P4A Training Trust to train the next generation of gas, electric, and water workers, as well as leading the industry in training the highest-skilled workers in tomorrow's wind, solar, and battery power industries. When asked, Talboo replied, "I am extremely honored and grateful to President Langford and all of the UWUA Officers & Staff for the appointment of Chairman of the Resolutions Committee. Attending the last convention as a Co-Chair of the UWUA Young Workers Initiative Committee. I would never have dreamt that four short years later I would be chairing such a prestigious committee."

HIGINBOTHAM NAMED TO PANEL TO SPEAK ON PREPARING YOUNG LEADERS

Rick Higinbotham, G-555 Delegate to the UWUA Young Workers Initiative Committee, was selected to speak on a panel with a mix of other labor leaders. Rick was asked "what the narrative should be when it comes to preparing the next generation of leaders"? Rick gave a poignant response,

calling on today's leaders to seek out young talent, cultivating it with an open, two-way dialogue and sharing of ideas; something he felt lucky to have as he began his ascent into his young leadership role with the Union.



DUMIRE NOMINATED FOR UWUA HERO AWARD

Pam Dumire (Customer Relations Specialist - ISC Eastwood) was nominated by Local G-555 for the UWUA Hero Award for her steadfast efforts to raise awareness for Multiple Sclerosis (MS), Pam has spent years raising money for research by hosting numerous bake sales and even writing a cook book. Proceeds from last year's bake sales alone allowed Pam to deliver a \$7000 check to the Ohio Buckeye Chapter of the Multiple Sclerosis Society,

DAVIS RECOGNIZED FOR SAFETY

Nominations

Pam Dumire

Local G-555

Jim Davis (Gas Chairman of the UWUA Health & Safety Committee) was recognized for his work with the Committee and with our Local in working to make sure UWUA employees remain some of the safest and most well-trained workers in the utility industry. Jim has worked tirelessly over the last year to learn and share best practices.



HALL RE-ELECTED TO NATIONAL **EXECUTIVE BOARD SEAT**

In addition to the National Officers, the UWUA elected the National Executive Board, President Hall, who had been elected to an At-Large position when a vacancy occurred in May, was re-elected to that same At-Large at the Convention for a full four-year term. The Local is thrilled to again have a seat on the Board. Eddie is already strengthening existing relationships and building

new relationships with Locals across the Country. These relationships will only make us a stronger Union. We have a more open line of communication where knowledge and ideas can be freely shared from Local to Local and across utility sectors. These relationships are already paying dividends as we are gaining insight and different ideas that we are hoping to negotiate with the Company here.

We congratulate President Hall and are confident he will represent our Local well with the National Union.



ARBOGAST RISES IN SUPPORT OF INFRASTRUCTURE RESOLUTION

As seen in the photo (left), Local G-555 Executive Vice-President Robyn Arbogast addresses the assembly, rising in support of a resolution named, "Strengthen America's Infrastructure". Vice-President Arbogast gave an impassioned plea, calling on the U.S.

government to renew investment in repairing and replacing our crumbling infrastructure, citing her time as an Engineering Technician - Inspection, overseeing pipeline contractors, "Many companies are outsourcing the installation, maintenance and replacement work to 3rd party contractors... These... contractors have no skin in the game and will cut any corner to save time or money", Arbogast cautioned, "Our communities should not be forced to spend their hard-earned money to help pay to update and maintain their utilities to ensure a safe and reliable product,", she concluded. Resolution No. 24 - Strengthen America's Infrastructure was passed unanimously by the delegates.

SOTO & POPIO SERVE ON NATIONAL COMMITTEES

Additional appointments to National Committees were Business Manager, Wil Soto, and Executive Secretary, J. J. Popio. Wil Soto (right) was appointed by President Langford to serve on the Reception Committee, where he was responsible for escorting many of the



AFL-CIO), Jerry Dias (President, UNIFOR), and J. David Cox (President, AFGE). J. J. Popio was appointed to the Arrangements Committee by President of the logistics and set-up of the events at the convention. J. J. can be seen

Langford. The Arrangements Committee members were responsible for much (left) addressing the assembly about that day's 50/50 raffle. Soto and Popio both conveyed that it was an honor to receive the appointments and to serve on their Committees.

4 - THE UNION EYE THE UNION EYE - 5 NEWSLETTER OF GAS WORKERS UNION LOCAL G-555, UTILITY WORKERS UNION OF AMERICA, AFL-CIO

Gas Workers Union Local G-555, Utility Workers Union of America, AFL-CIO

Executive Treasurer's Report

Statements of Financial Position*	Decembe	December 31, 2018		
ASSETS				
Cash and Cash Equivalents (Commercial Account)	\$	185,808		
Savings / Investments (CD's & Money Market Accounts)	\$	2,014,589		
Accounts Receivable	\$	1,346		
Computer Equipment	\$	3,427		
Furniture & Fixtures	\$	25,004		
Leasehold Improvements	\$	9,781		
Less Accumulated Depreciation	\$	(18,209)		
Total Assets	\$	2,221,745		
LIABILITIES AND NET ASSETS				
Accounts Payable	\$	0		
Accrued Expenses	\$	1,611		
Total Current Liabilities	\$	1,611		
Unrestricted Net Assets	\$	2,220,135		
Total Net Assets	\$	2,220,135		
Total Liabilities and Net Assets	\$	2,221,745		

Statements of Activities*	Decembe	December 31, 2018		
REVENUE				
Union Dues Collected	\$	785,851		
Merchandise Sales	\$	4,102		
Legal and Other Expense Reimbursements	\$	5,671		
Interest	\$	9,625		
Total Revenue	\$	805,249		
EXPENSES				
Dues Refunds to Districts	\$	19,391		
Supporting Services	\$	133,243		
Program Services	\$	630,562		
Total Expenses	\$	783,195		
Change in Net Assets	\$	22,054		
NET ASSETS				
Beginning of Year	\$	2,198,080		
End of Year	\$	2,220,135		

Paul M. Talboo	Executive Treasure

This financial report represents the financial activity an	nd the statements of all assets and expenses for the

Fiscal Year of 2018 (January 1, 2018 - December 31, 2018) for the Gas Workers Union Local G-555, Utility Workers Union of America, AFL-CIO.

All duties performed by me in the capacity of Executive Treasurer of this Local have been done in accordance with the Local G-555 By-Laws.

^{*}Statements compiled by Keplinger & Longacher, LLC in accordance with standards of the AICPA and reviewed and approved by the Local G-555 Executive Committee.

Statements of Expenses*	Decemb	er (31, 2018	
DUES REFUNDS TO DISTRICTS		PROGRAM SERVICES		
Akron District	\$ 6,497	Officer's Meetings	\$	1,950
Ashtabula District	\$ 438	Grievance & Arbitration Meetings	\$	10,102
Canton District	\$ 1,272	Representational Meetings	\$	19,568
Cleveland District	\$ 6,408	Special Meetings	\$	3,704
Lima District	\$ 963	Contract Negotiations	\$	40,804
New Phila./Marietta District	\$ 1,277	Joint Conference Meetings	\$	18,082
North Canton District	\$ 1,020	Flowers (Members & Family)	\$	1,509
Youngstown District	\$ 1,517	Donations & Gifts to Membership	\$	12,627
Total	\$ 19,391	Legal	\$	94,315
		Election Expenses	\$	1,897
SUPPORTING SERVICES		Educational Programs	\$	2,974
Accounting	\$ 8,090	Union Social Activities	\$	4,227
Printing	\$ 12,720	Per Capita to UWUA	\$	318,304
President's Expense	\$ 33,821	Per Capita to State Fed & CLCs	\$	15,985
Vice-President's Expense	\$ 21,138	Printing & Embroidery of Merch	\$	57,439
Bonds and Insurance	\$ 497	Telephone	\$	11,710
Office Rent	\$ 24,049	Safety Committee Expenses	\$	10,519
Utility Expenses	\$ 5,480	Office Supplies	\$	4,811
Postage	\$ 3,712	Bank Service Charges	\$	36
Exec.Office Operating Expenses	\$ 14,751	Total	\$	630,562
Payroll Tax Expense	\$ 4,658			
Depreciation Expense	\$ 4,328			

\$ 133.243



Jeans in FMS: The Union and the Company have come to an agreement to allow jeans as an approved uniform item for FMS employees. We are still working with management to determine which styles will be added to the Tyndale catalog for those employees. The Union and management will be tailgating expectations regarding the wearing of jeans; once tailgated the jeans will be available for purchase.

Total

Thorogood Boots Added: The Union and the Company have come to an agreement to add Thorogood Boots to the Tyndale catalog for all Members who qualify for the clothing allowance. Thorogood Boots are a Union Made in the USA company based in Wisconsin. The Union wanted to give our Members an opportunity to support a union company with their clothing dollars. We are currently working on adding sizes and widths for women.

Women's Clothing Added: The Union and the Company have worked together to add and to continue to add additional options for our Union Sisters in the workforce. Continue to check your catalog to see the additions we have already made.

LOCAL G-555 HAS HAD 48 NEW HIRES THROUGH 9/30/2019

7 - ENGINEERING TECH-DESIGN | 1 - C&M HELPER | 32 - FMS HELPER 2013 | 5 - UNION INTERNS | 1 - MILLWRIGHT B | 2 - MECHANIC B
WE WELCOME OUR NEW MEMBERS TO THE LOCAL AND HOPE TO SEE YOU ALL SOON AT YOUR SHOP OR MONTHLY DISTRICT UNION MEETING

THE UNION EYE 6 THE UNION EYE



SAFE CHOICE ADDED TO AKRON & CANTON AREAS

In a continuing effort to protect the safety of our Members, our Union was able to get the Company to agree to expand the current Safe Choice program into the Akron & Canton areas. The Safe Choice program, which was piloted in the Cleveland area, is made up of off-duty police officers and county sherriff's deputies who patrol high-crime areas and to provide our Members with access to law enforcement in situations they deem to be unsafe. The Safe Choice program rolled out in Akron in April and Canton in July of this year. After navigating a few bumps, the program seems to be working well.

Please continue to utilize Safe Choice in your areas if you have any reservations AT ALL about your safety! Making sure our Members go home at the end of their shift is, and will always be, the highest priority of the Union.

VOLUNTARY RETIREMENT PACKAGE (VRP

In March, the Company announced a proposed Voluntary Retirement Package (VRP) that it planned to offer to all Dominion Energy employees aged 55+. The Union was approached to negotiate Local G-555's participation. Your Executive Committee did an exceptional job in asking the hard questions of the Company and demanding that seniority be a determining factor in which union members would be able to participate. Your Union negotiated up until the last moments of the Company-imposed deadline. We kept in close contact with the other Unions representing Dominion employees and received assurances from Jim Eck (VP of Dominion Energy Ohio) to make every attempt to allow all G-555 employees who wished to participate, to be allowed to participate in the VRP. While not a perfect deal, of the eligible members, 127 chose to participate and all were granted a release date from the Company. We thank all of our retirees for your years of dedicated service and wish them well in their future endeavors.

RETIREE NAME:



RETIREMENT DATE: YEARS OF SERVICE:

Refigment

RETIREMENT DATE: YEARS OF SERVICE:

LOCAL G-555 HAS HAD 103 RETIREMENTS THROUGH SEPTEMBER 1, 2019

We would like to take a moment to thank four of our District Representatives who participated in the VRP and retired on August 1, 2019. Milt, Debbie, Kelly and Rob gave years of dedicated service to the Members of Local G-555; for that we are forever grateful.

REPRESENTATIVE NAME:	LOCATION:	SERVICE:	VICE: REPRESENTATIVE NAME: LOCATION:		SERVICE:
Milt Franklin	Cleveland District Representative - E. 55th	44 years	Debbie Moffitt	Cleveland District Representative - E. 55th	37 years
Kelly Naibach	Youngstown District Representative	27 years	Rob Newsome	Dover/New PhiMarietta District Representative	30 years

RETIREMENT DATE: YEARS OF SERVICE:

RETIREE NAME:

RETIREE NAME.	TETINEMENT DATE.	TEANS OF SERVICE.	RETINEE NAME.	NETINEWENT DATE.	TEANS OF SERVICE.	RETIRCE NAME.	NETINEMENT DATE.	TEANS OF SERVICE.
Stanley Massey	January 1, 2019	30	David Erickson	August 1, 2019	25	Anthony Pope Sr.	August 1, 2019	11
Gayle McMillan	January 1, 2019	27	Dale Evers	August 1, 2019	30	James Pratt	August 1, 2019	19
Kimberly Rogers	January 1, 2019	37	Deborah Ferguson	August 1, 2019	50	Dionysia Pulver	August 1, 2019	31
Victoria Butler	February 1, 2019	30	Frederick Frey	August 1, 2019	29	Michael Reeves	August 1, 2019	42
Ricky Harper	February 1, 2019	34	Jerome Gettan	August 1, 2019	27	Glenna Reynolds	August 1, 2019	50
Kimberly Hohmann	February 1, 2019	32	Billy Givens	August 1, 2019	26	Mary Rice	August 1, 2019	40
Joseph Koerschner	February 1, 2019	24	Bonnie Goldsby	August 1, 2019	40	Darnell Rodgers	August 1, 2019	36
Edward Wa l ker	February 1, 2019	40	Russell Grabe Jr.	August 1, 2019	40	James Rodriguez	August 1, 2019	33
Charles Calabris	April 1, 2019	29	Anna Hansen	August 1, 2019	19	Edward Santi ll o	August 1, 2019	32
Kenneth Beck	May 1, 2019	43	Robert Hartman	August 1, 2019	30	Salvatore Sberna	August 1, 2019	42
Myrna Adams	August 1, 2019	40	Karen Heisa	August 1, 2019	13	Peter Scheiner	August 1, 2019	30
Claude Bailey III	August 1, 2019	32	Gregory Howard	August 1, 2019	32	Donna Schnipke	August 1, 2019	26
Randolph Baker	August 1, 2019	30	Brian Husted	August 1, 2019	32	John Sefchik	August 1, 2019	37
Russell Balint	August 1, 2019	29	Beverly Ann Johnson	August 1, 2019	34	Steven Shepherd	August 1, 2019	33
Douglas Baum	August 1, 2019	25	Jacqueline Kirby	August 1, 2019	12	Donald Siburt	August 1, 2019	31
Jeffrey Bigler	August 1, 2019	31	Kenneth Kovacs	August 1, 2019	28	Robert Skiba	August 1, 2019	33
Rodney Bly	August 1, 2019	31	Jerry Lewis	August 1, 2019	31	Michael Smith	August 1, 2019	35
Rhonda Boosinger	August 1, 2019	40	Ke ll y Matthews	August 1, 2019	30	William Sparks	August 1, 2019	31
Roy Bosiljcic	August 1, 2019	29	Vickie McDaniel	August 1, 2019	19	Charles Stegman	August 1, 2019	40
David Butler	August 1, 2019	37	Tommy McDuffie Jr.	August 1, 2019	22	Gary Stoner	August 1, 2019	25
Edward Byers	August 1, 2019	29	David McKee Jr.	August 1, 2019	27	Jeffrey Taylor	August 1, 2019	36
Richard Carper	August 1, 2019	42	Ralph McLin	August 1, 2019	35	Robert Thompson	August 1, 2019	33
Jeffrey Church	August 1, 2019	26	David Michel	August 1, 2019	33	Joseph Troha	August 1, 2019	37
Thomas Cole	August 1, 2019	35	Eva Mi ll er	August 1, 2019	33	Ted Udovich	August 1, 2019	31
Thomas Cook	August 1, 2019	34	Teresa Mu l horn	August 1, 2019	26	Bennie Walker	August 1, 2019	38
Kenneth Cradlebaugh	August 1, 2019	40	John Muni	August 1, 2019	11	Richard Watt	August 1, 2019	18
Miguel Crespo	August 1, 2019	44	Elvin Murphy Jr.	August 1, 2019	34	Georgia West	August 1, 2019	31
Line ll Daugherty	August 1, 2019	31	Karen Muster	August 1, 2019	35	James Williams	August 1, 2019	30
Rebecca Davis	August 1, 2019	32	Timothy Nocera	August 1, 2019	22	Daniel Williams	August 1, 2019	30
James DeCaro	August 1, 2019	29	Brian Parr	August 1, 2019	33	Clifford Willingham	August 1, 2019	25
Albert Dodaro	August 1, 2019	27	Patricia Phillips	August 1, 2019	31	Peter Yan	August 1, 2019	32
David Dougherty	August 1, 2019	26	Linda Phi ll ips	August 1, 2019	49	Larry Yanke	August 1, 2019	26
David Drevicky	August 1, 2019	37	Kim Pierce	August 1, 2019	38	Tina Smith	September 1, 2019	34
James DeCaro Albert Dodaro David Dougherty	August 1, 2019	29 27 26 37	Brian Parr Patricia Phillips Linda Phillips	August 1, 2019 August 1, 2019 August 1, 2019 August 1, 2019 August 1, 2019	33 31 49	Clifford Willingham Peter Yan Larry Yanke	August 1, 2019 August 1, 2019 August 1, 2019 August 1, 2019 September 1, 2019	

THE LOCAL G-555 EXECUTIVE BOARD, ELECTED OFFICERS & ALL OF ITS MEMBERS THANK OUR RETIREES FOR ALL THEIR YEARS OF DEDICATED SERVICE



REPRESENTATIVE TRAINING

The Local hosted it's third ever Rep Training Class at the Union Office training suite on August 14th. Eight newly-appointed Reps were in attendance. They included Ron Allega and Maura Burkett (Cleveland District-E. 55th), Michael North (Akron District-Springside), Mike Golden (Dover/New Phi.-Marietta District), and Randy Ruiz (Youngstown District) all of whom have never served as representatives prior. Also in attendance were former Reps who have stepped up again to hold that position. Steve Sombati (Canton District-Perry Yard) previously help the same position as Canton Rep and also served as the Local's Business Manager. Eric Schiavoni (Cleveland District-Northeast) was at one time the Representative in Ashtabula. Jeff Smith (Lima District) was an officer with Local 308 before they merged with Local G-555. The training was developed and presented by Executive Treasurer, Paul Talboo and by Business Manager, Wil Soto. Asked for their thoughts on the training, Steve Sombati said, "Being away from Union matters for a while, I found the training particularly interesting and informative. Continuing Education is vital to the survival of trade unionism, particularly in this political climate. Companies look for ways to weaken Unions and our Company is no exception." Eric Schiavoni also provided feedback, articulating, "I was a Rep in Ashtabula





for 11 years and it was pretty much a learn on the job position back then. The current Executive Board has come up with a one-day training for Reps that is very helpful, especially for new Reps. It goes over your rights as a Rep and helpful ways to fight for our bargaining rights when representing members." To get perspective from a brand-new Representative, we reached out to Ron Allega. Ron stated, "I was very impressed with the Rep Training our Union has put together. You can tell a lot of work went into creating this class. Not only was it thorough, but it sparked dialog between everyone in the class which only makes us a stronger Union. I look forward to the next class."

The Local is proud to give our Reps, tenured and new alike, additional tools to help them in performing their duties and representing our Members. We will strive to continue to improve upon the class as we can now build upon the foundation we have laid with these initial classes. We also hope to make this class available to stewards on weekends and look to get dates scheduled after the first of the year.

ESTATE PLANNING SEMINAR

As a part of our on-going commitment to providing our Members with financial education, the Local partnered again with our friends at Caritas Financial to host an Estate Planning seminar. The seminar covered ways to minimize a person's tax burden upon their passing, having an up to date will, setting up "Transfer Upon Death" designations on homes and automobiles, amongst other things. The class was presented by Ev Corcoran, who is a Certified Financial Planner, and trained in state and federal probate law. Executive Treasurer, Paul Talboo, presented a section about utilizing FREE WILL PREPARATION; a benefit for those Members that enroll in supplemental life insurance through the Company. The service is provided through MetLife by Hyatt Legal. Details on how to receive your free will is included in your open enrollment packets. Talboo also reminded Members in attendance that this is a good time to verify your beneficiaries. Beneficiary designations need to be made for you pension and life insurance through YourBenfefitsResource on DomNet, as well as on your savings plan through the Conduent Dominion Savings Plan website.





CAREER EXPO HELD AT OTTC

The Company and the Union partnered with the Ohio Diversity Council (ODC) to put on the inaugural Internal Career Expo which was held on Thursday, October 3rd at the Ohio Technical Training Center (OTTC). The Expo was designed for G-555 Members to have an opportunity to hear and see what other positions within the bargaining unit are like. Subject Matter Experts (SMEs) manned sections around the main conference room and also provided demonstrations in the training labs or outside around the grounds. Volunteers from the ODC and from the Union's ranks provided insight into what a day in the life in their positions would be like. Over 100 people participated, making the Career Expo a success. Participants enjoyed a catered meal and giveaways from the ODC and Local G-555. The Union also raffled off three hats to Members in attendance. We look forward to making the Career Expo a yearly tradition.

DEO FAMILY PICNIC HELD AT CAMP MANATOC



Over the Summer, your Local G-555 Young Workers Committee, in collaboration with Next Generation, and all of the Employee Resource Groups (ERGs) across the state, put together a family picnic that brought back memories of the "old days". Employees and their families attended the free picnic, held at Camp Manatoc Scout Reservation in Peninsula, and took part in ERG-sponsored events such as Face Painting(AARG), a water balloon toss/fight (Veterans), cornhole (We3), Tug-of-War (ODC) and more. The Young Workers Committee sponsored the inflatable obstacle course and a bounce house, which was a hit for everyone in attendance, no matter the age. Whether it was taking part in the events, or enjoying the food and drink that was provided, or just having the chance to catch up with friends, colleagues, and their families, it turned out to be an awesome day for the over 250 people that showed up. There has already been talk of doing it again next year, and plans to make it even bigger and better. Be sure to keep an eye out for information so you don't miss out.

