



COUNCIL COMMUNICATOR

Official publication of the Michigan State Utility Workers Council
Utility Workers Union of America, AFL-CIO

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President Jim Reilly to Maintain An “Open Door” Policy With Members **New Executive Board Renews Pledge To Promote the Membership’s Welfare**

Committed to moving forward and improving and enhancing Council representation, while also securing a strong foundation for the State Council in preparation for the challenges and opportunities of the 21st century, Michigan State Utility Workers Council President Jim Reilly said he and the Executive Board look forward to addressing the many important issues ahead.

“I and the other Executive Board officers are committed to moving forward with our goals to protect, maintain and advance the interests and welfare of all members of affiliated Local Unions,” State Council President Reilly told the *Council Communicator*.

President Reilly was elected during the August Council meeting. In addition, Steven VanSlooten was appointed by the Council to fill the vacancy of Executive Vice President, and Thomas N. Stevenson, Sr. was appointed Council Vice President.

Membership Participation Is Key To Council’s Strength

“Our vision for the Council is to represent our members and give them the top quality service they expect and demand,” Reilly said. “The new Executive Board’s plan is to encourage membership participation through their respective Local Unions, and encourage them to be an ac-

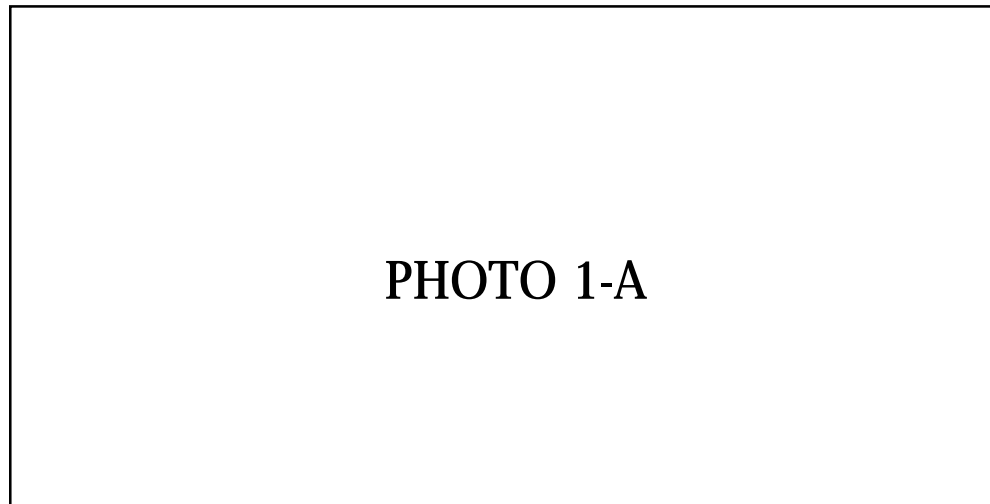


PHOTO 1-A

Pictured above (left to right) are the officers of the Michigan State Utility Workers Council: Executive Vice President Steven VanSlooten, Vice President Jeff Bakker, President Jim Reilly, Vice President John Ostrander, Vice President Vince Oberski, Secretary-Treasurer James Davison and Vice President Thomas Stevenson, Sr.

tive and aggressive member of the Council. Our union’s strength lies within our flexibility to change in a changing world. Therefore, membership participation is vital for us to make the necessary improvements we need to remain an industry leader.”

Reilly also thanked the membership for being given the opportunity to lead the Council at this very important time. He welcomes the challenges of his new position, and said he will remain focused on doing the job he was elected to do on behalf of

all members.

“We have some very tough challenges facing us in the near future, ones which will require a commitment of time and energy from everyone,” he said. “I and the other State Council Executive Board officers fully understand the trust that is being placed in us as Council officers, and we all pledge to do our best to uphold the membership’s trust, as we build upon our proud past to help guarantee a strong and positive future for the State Council.”

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State Council Renews Pledge To The Membership To Provide Top Quality Representation & Service

When you look at the big picture, and think about the many programs and activities that we are involved in every day, the enormity of the challenges facing us becomes more clear. However, among all the activities there is one fact which must never be overlooked: The primary purpose for a union is to service the membership.

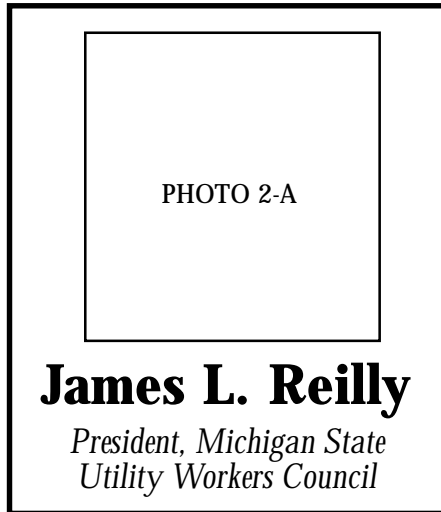
Here in the State Council, we have been blessed with some of the finest union officers, and union members, around. I can tell you I am very proud of the way our union has come together, time and time again, when necessary, to fight the important battles impacting our jobs. This unity has made the difference between success and failure, and will continue to make the difference as we confront the many challenges we will surely face in the months to come.

Communication Is Essential To Maintaining A Strong Union

Regardless of our successes, I believe we must always look for ways to improve on what we have in order to make things better for the membership. For some time, I have been concerned about the way the Council communicates with our members in the "field." Communication is vital to everything we do, because without a message, and a means to convey it, we run the risk of being overwhelmed by negative press and destructive rumors.

We all know that there has been, and will likely always be, rumors circulating raising fears among members about what "could be." While there may be a bit of truth to some of these rumors, the fact is that MOST of these rumors have no truth at all. They are simply designed to create dissent and chaos, and as a result, try to hinder our communication link with the membership.

While it is true that we do not have, within our power, the ability to prevent the rumor-mill from being alive and well, I admit that we can, and should, do a better job of giving you the facts to combat the rumors. That is our intent, and I personally pledge to help enhance the quality of service you receive as a State



Council member.

Recently, it came to our attention that various issues reported out at Presidents Meetings and Council Meetings were not getting back to the membership. For whatever reason, the membership were not receiving important information. Any time the flow of communication gets obstructed, the information backup can have disastrous results, one of which is giving birth to groundless and malicious rumors.

When we reviewed our communication program one of the problem areas the Executive Board targeted was the existing State Council newsletter. After several inquiries and telephone conversations, we

determined that the newsletter was one area we could make a direct, and immediate improvement to help alleviate the communication backlog within our union.

Enhancing the Membership's Communication Link

As a result of the Board's action, the *Council Communicator* was born. We want a publication which is a reflection of the hard work and dedication put forth by our members every day. We want a publication which enhances our image, both within the National Union and throughout the ranks of organized labor. And, most importantly, we want a newsletter that is READ by the members and one which they can point to with pride as a useful communication tool.

The *Council Communicator* will give you the facts in an easy-to-read format, focusing both on activities within the Council and our local unions. A great deal of effort is being put forth to make this newsletter worthwhile, useful and timely. Remember, this is YOUR newsletter about YOUR union. If you have a story idea, give our office a call at (517) 372-8011.

Unity is what our union is all about. So as we continue working to improve other areas of our Council, I hope we can count on your support. Our union works best **WHEN WE ALL WORK TOGETHER.**

Michigan State Utility Workers Council



110 W. Lenewee Street, Lansing, MI 48933 (517) 372-8011

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What Do Union Members Get For Their Dues Dollar?

PHOTO 3-A

By Secretary-Treasurer
James Davison

Many times I hear the question asked: "What does the Council do with the weekly union dues?" That is a very good question, one which requires a full and complete answer. Members have the right to know where their money is going, and also the right to know that their dues dollars are being spent responsibly in their best interests.

Members dues are currently \$10.08 per week. The dues are collected by payroll deduction and sent to the Council office. On or before the 15th of each month, the Council sends \$9.23 per member to the National Union. In months where they are five weeks, the fifth week is split 55/45 between the Locals and the Council. The dues paid to the National Union will continue to be adjusted each January in accordance with the National Constitution. However, if dues to the National Union are increased in any subsequent year, that amount will be absorbed by the Council.

The remaining portion of dues collected shall be split on a 55/45 basis — 55 percent being the locals portion and 45 percent being the Michigan State Utility Workers Council's portion.

Some examples of the costs that the Council incurs are:

- Three staff and three full-time State Council officers;
- Expenses for the four part-time Vice Presidents;
- Per capita fees for every local to the Michigan State AFL-CIO;
- Lost-time wages and expenses for members who serve on Council Committees;
- Lost time wages and expenses for Presidential Hearings and arbitrations;
- Legal fees for arbitration, contract negotiations, pension disputes, Public Service Commission Hearings and interventions, etc;
- Lobbyist fees for legislation affecting union members and all aspects of the utility industry;
- All associated costs for maintaining and repairing the Council building, garage, parking lot, etc.

At the May Council meeting, State Council Delegates decide whether or not to increase union dues.

Government Studies Show That Union Members Earn More Than Do Non-Union Workers

Every year the U.S. Department of Labor puts out a report, and each time this report shows union members make, on average, 35 percent more in wages and benefits than non-union workers.

Unions are also able to use their numbers to get you better deals with hospitals, doctors, dentists and other services. Under the Union Privilege Program, which the State Council belongs to, members receive savings on car rentals, traveling costs, mortgage and loan plans, life insurance, credit cards, and many other items.

Union membership means that YOU must get involved and make your voice heard in the union's affairs. Just like joining the PTA or the local health club, if you don't go to meetings or use the equipment, you will not know what is going on, and will never get the full benefit of union membership.

As more Americans begin to take a second look at unions, they are realizing that joining a union pays in more ways than one.

Joint Fossil Electrical and Mechanical Training Committees

PHOTO 3-B

By Executive V.P. Steven VanSlooten

The first joint meeting of the Fossil Plant Mechanical and Electrical Maintenance Training Committees was held on Monday, September 20, 1999. These two committees are a result of a job reevaluation which was completed this past summer and implemented on August 30, 1999. The purpose of the committee meetings is to develop the training programs in the Fossil Maintenance Departments.

President Jim Reilly and I attended the initial meeting to discuss our expectations for these joint committees. During the first part of the meeting, the participants reviewed and made a comparison of how other training committees function. I plan to attend as many meetings as possible in the future.

Both committees then agreed to develop a joint mission statement to help guide their work, and spent the afternoon working out the details of the mission statement. Another joint meeting was held on Monday, September 27th. In addition, both committees are setting up schedules to meet as separate committees on a weekly basis.

As outlined in the Memorandum of Agreement for the Fossil Reevaluation, each side (union and company) have equal voice and vote on these two committees, and nothing can be implemented without a majority vote of the committees.

I would like to thank the union committee members for volunteering to be on these very important committees. I know that the work you have ahead of you is not going to be easy, but hopefully when you have completed the training curriculum, you will be able to look back and feel good about what you have done for the Maintenance and Electrical employees and the union.

Below is a list of both Electrical and Mechanical Training Committee members.

Union Electrical Training Committee Members

Kathleen Wejsa Karn 3&4 Generating Plant Electrician
Terry VanderMolen... Campbell 1&2 Generating Plant Electrician
Harry Redford Whiting Generating Plant Electrician
Paul Freudenstein..... Cobb Generating Plant Electrician

Company Electrical Training Committee Members

Terry Dekker Campbell
Arvid Sias ESD-Equipment Services
Steve Engers Weadock
Dennis Trefry Karn 3&4
John Schneller - Faciliator , Muskegon

Union Mechanical Training Committee Members

Bill Drost Campbell 1&2 Generating Plant Welder
Bob VerHoef Campbell 1&2 Generating Plant Millwright/
Asbestos Worker
Dean Kohn Weadock Generating Plant Machinist
Thomas Burr Cobb Generating Plant Millwright

Company Mechanical Training Committee Members

John Eaton Weadock
Mark Townsend Campbell 1&2
Jim Ross Karn 1&2
Tom Wills Whiting
Bruce McCabe, Faciliator Muskegon

Applications Are Now Available for the 2001 Marshall M. Hicks Memorial Scholarship Program

Utility Workers State Council members are reminded that it is time once again for eligible students to apply for the Marshall M. Hicks Memorial Scholarship, available to sons and daughters of OM&C employees and retirees.

This annual scholarship program was established by the Michigan State Utility Workers Council (MSUWC) for sons and daughters of MSUWC members. The annual competition is conducted through the nationwide Merit Program by National Merit Scholarship Corporation (NMSC), an independent, not-for-profit organization. The Merit Program's purposes are to identify and honor exceptionally able high school students and to provide a system of services for corporations, foundations and other organizations that wish to sponsor college undergraduate scholarships for outstanding students who interest them. All aspects of the selection of winners and the administration of their awards are handled by NMSC.

Who Is Eligible for the Program?

Only high school students who are sons and daughters of MSUWC members can compete for these scholarships. Such students also must meet all requirements for participation in the Merit Program that are published in the *PSAT/NMSQT Student Bulletin* that is updated annually and distributed to students through their high schools.

To participate in the program, the student must take the qualifying test, the Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) during the proper high school year. In general, students who spend the usual four years in grades 9 through 12 must take the PSAT/NMSQT when they are in their third year (grade 11/junior year). Students who plan to leave high school a year (or more) early to enroll in college should refer to the *PSAT/NMSQT Student Bulletin* (or contact NMSC) about when to take the test. A participant also must be a U.S. citizen; or, if not now a citizen, a permanent U.S. resident (or have applied for permanent residency) AND be in the process of becoming a U.S. citizen. The *PSAT/NMSQT Student Bulletin* explains these and other requirements for competition, gives detailed information about the test (including sample questions and a complete practice test), and describes the scholarship program NMSC administers.

How Does A Student Enter the 2001 Marshall M. Hicks Memorial Scholarship Award Program?

To enter the competition for the scholarship to be awarded in the spring of 2001, children of members who will complete high school and enroll full-time in college in 2001 must take the PSAT/NMSQT in the fall of 1999, on the date their school chooses for the administration, either Tuesday, October 12 or Saturday, October 16, 1999. (At the beginning of the 1999-2000 school year, the student should obtain a copy of the 1999 *PSAT/NMSQT Student Bulletin* from the high school counselor and make arrangements with the school to take the PSAT/NMSQT in October).

The student also must file an entry form directly with the MSUWC by February 1, 2000. The entry form for the 2001 competition may be obtained from James E. Davison and must be completed and mailed to: James E. Davison, Secretary-Treasurer, Michigan State Utility Workers Council, AFL-CIO; 110 W. Lenawee Street, Lansing, Michigan 48933.

NOTE: A student who does not take the 1999 PSAT/NMSQT because of illness or an emergency, may still be able to enter the

2001 competition. To request information about possible arrangements for alternate testing after the October, 1999 PSAT/NMSQT administration, the student must write directly to NMSC as soon as possible but no later than February 1, 2000. The student should not delay; the earlier the student writes, the most options there are for scheduling test dates. Further, the letter must be post-marked on or before February 1, 2000 for the request to be considered. Write to Department of Educational and Scholarship Services, National Merit Scholarship Corporation, 1560 Sherman Avenue, Suite 200, Evanston, Illinois 60201-4897; telephone (847) 866-5100.

How Are Winners Selected?

All Marshall M. Hicks Memorial Scholarship winners in 2001 will be chosen from a group of candidates who: (1) score high on the 1999 PSAT/NMSQT and (2) will be notified by NMSC in the fall of 2000 that they may receive further consideration for a scholarship by meeting several academic and other requirements set by NMSC. These students and their high school principals will complete applications that include biographical and academic information that must be filed with NMSC. Scholarship winners will be chosen on a competitive basis and without regard to family financial circumstances. An NMSC committee of professionals trained in selection will choose the winners by evaluating each eligible student's academic record throughout high school, significant activities and contributions to the school and community, test scores, the school's recommendation of the candidate, and the student's self-description of interests and goals. In most cases, winners will be notified in March of 2001. All winners are notified directly, prior to any public announcement that may be made about the recipients.

What Is the Amount of the Award?

Each MSUWC scholarship stipend is \$1,000 per year for up to four years of college undergraduate study, or until baccalaureate degree requirements are completed, whichever occurs first. The winner's annual stipend will not be affected by other scholarship aid or by an approved change in college.

What Are My Obligations and Responsibilities If I Win?

The formal offer of a Marshall M. Hicks Memorial Scholarship that NMSC sends to each winner specifies terms for acceptance and continuation of the award. A winner must enter college in the fall term following selection and must enroll as a full-time undergraduate in a college or university in the United States that holds accredited status with a regional accrediting commission on higher education. (Scholarship stipends are not payable for attendance at service academies and certain institutions that are limited in their purposes or training). Also, the winner must attend college during the day and enroll in a course of study leading to one of the traditional baccalaureate degrees, and must remain in good academic and disciplinary standing.

Who Handles Scholarship Procedures?

All phases of the competition, including the selection of winners and payment of scholarship stipends are handled for the MSUWC by National Merit Scholarship Corporation.

Who Can Answer Any Questions I May Have?

Questions may be addressed to:

National Merit Scholarship Corporation
1560 Sherman Avenue, Suite 200
Evanston, Illinois 60201-4897
Phone (847) 866-5100 — Fax (847) 866-5115

2001 MARSHALL M. HICKS MEMORIAL SCHOLARSHIP ENTRY FORM

For sons and daughters of Michigan State Utility Workers Council, AFL-CIO

To be completed and mailed on or before February 1, 2000 to:

**Marshall M. Hicks Memorial Scholarship Program
Michigan State Utility Workers Council, AFL-CIO
110 West Lenawee Street, Lansing, Michigan 48933**

Please enter my name in the 2001 Marshall M. Hicks Memorial Scholarship Program. The program is open to students who will complete high school and enroll full-time in regionally accredited colleges in the United States in 2001, and who meet all other participation requirements specified by National Merit Scholarship Corporation (NMSC).

I will complete high school in 2001 and enroll full-time in college in 2001: YES___ NO___

The month and year that I will complete high school is: Month_____ Year_____

I am the ___SON or ___DAUGHTER of a regular, or retired member, of Michigan State Utility Workers Council, AFL-CIO

___YES, I will take (took) the 1999 Preliminary SAT/National Merit Scholarship Qualifying Test (PSAT/NMSQT) on October 12 or 16, 1999. I understand that 1999 PSAT/NMSQT scores will be used by NMSC to screen candidates in the 2001 Marshall M. Hicks Memorial Scholarship Program.

(PLEASE TYPE OR PRINT)

Applicant's Name: _____
Last First Middle Initial

Home address: _____
Number and street City State Zip Code

Sex: ___Male ___Female Date of birth : ___Month ___Day ___Year Social Security # _____

High school you currently attend: _____
Exact name City State Zip Code

High school where PSAT/NMSQT taken (if different): _____
Exact name City State Zip Code

Parent's name: _____ Local # to which parent belongs _____

Parent is: ___Father ___Mother ___Stepfather ___Stepmother

I further understand that the selection of scholarship winners and stipend payments will be handled by the National Merit Scholarship Corporation of Evanston, Illinois.

Signature of Applicant

Date

Signature of Parent

Member of Michigan State Utility Workers Council

Stake and Locate To Help Save Lives

By Vice President John Ostrander

PHOTO 6-A

The State Council is currently compiling a list of hit electric and gas facilities. The damages we are most interested in are the ones caused because these services and mains were mismarked, or not marked at all, by contractors.

Consumers has nonunion contractors doing this Stake and Locate work. These contractors do not have the experience and knowledge of staking and locating that our crews possess. We need all of these hits documented in order to strengthen our case when we approach management, or others, about these problems and damages. For this reason, it is vital that we are able to document that these problems and damages exist on a statewide basis.

Mismarking raises serious issues, not the least of which is the health and safety of the workers digging around these services and mains. There have been many explosions caused by hit gas mains and services. While, so far, these have been "close calls", it is just a matter of time before one of these explosions either kills a worker or an innocent bystander.

Recently, the State Council sent a form to all local union presidents about the Stake and Locate program. These forms, which are available to the membership, are self-explanatory and easy to fill out.

TO ACHIEVE OUR GOAL, WE NEED YOUR HELP! Please complete these forms as soon as possible, and help in our efforts to return this work to our OM&C employees. By doing this you will help to return the stake and locate work to the OM&C workforce and help to protect the lives of you, your co-workers and the general public.

Council Targets Lawmakers During Annual Reception

By Vice President
Thomas N. Stevenson, Sr.

PHOTO 6-C

The annual Palisades Legislative reception was held on Thursday, September 9th at the South Haven Conference Center. State Council Officers and members of Kalamazoo Local 150 were present to share their ideas and views with the legislators or members of their staff. This event gave union members the opportunity to talk one-on-one with lawmakers.

Many new political faces were present, as a result of last year's elections and term limits. Legislators listened to comments from those who live in their district, and who will be voting in next year's election.

After the reception, company management provided dinner for the legislators and staff. All in all, it was another event which represents the power UWUA members hold in the eyes of state lawmakers.

Remembering The Real Meaning Behind Labor Day

By Vice President Vince Oberski

PHOTO 6-B

Labor Day, to me, means more than picnics with family or friends, trips to the lake, or even marching in parades (all of which are very important). Labor Day is a time to reflect on how far we have grown as a nation, and just how much unions have contributed to this historic growth.

While many things have assisted in this growth, political action has been, and remains, a cornerstone of labor's success over the years. For while unions have been losing members for the past several years, we have not lost our resolve to stand up and fight for our rights. In fact, we have increased our willingness, and our determination, to fight for what is right.

Eighteen years ago, on Labor Day 1981, hundreds of thousands of union members, their families, friends and allies marched in Washington, D.C. to protest the union busting of the Reagan administration. During the years since, in city after city, union members have rallied to support workers and unions under attack by union busting employers and politicians. At each of these labor gatherings one unifying theme has been our efforts to use political solidarity to win in the legislative arena that which we can't get through the collective bargaining process.

Through it all, and despite many obstacles we have faced along the way, union members have proven the time-tested phrase that "solidarity works" Solidarity works because the labor movement is based on the same principle which makes our country great: Democracy! We know that solidarity keep us all strong.

That's what Labor Day means to me!

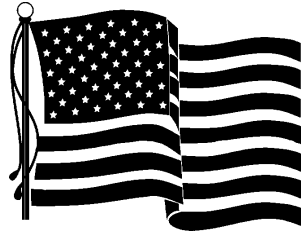
State Council Members March On Labor Day 1999

PHOTO 6-D

"Union Pride is a Rising Tide" was the theme as Michigan State Utility Workers Council members joined thousands of other union members during the 1999 Detroit Labor Day parade, held on Monday, September 6th.

Veterans Day Protocol For Flying the American Flag

Below are some of the most commonly-asked questions regarding the American flag, with answers to help better educate Americans about the proper way to display this symbol of freedom.



Is it proper to fly the American flag at night?

The Flag Code states that it is customary to display the American flag only from sunrise to sunset. However, the flag may be displayed 24 hours a day when properly illuminated.

What is considered proper illumination?

A light specifically placed to illuminate the flag.

Is it permissible to fly the flag during inclement weather?

NO, except when an all-weather flag (nylon) is displayed.

Is the American flag to be displayed only on national holidays?

The Flag Code suggests displaying the American flag every day, but especially on holidays, including state holidays, and during local celebrations.

Michigan State Utility Workers Council members are reminded that **Thursday, November 11th is Veterans' Day**. Please display the United States flag on this holiday to honor all veterans who have fought, and died, preserving our American democracy and our way of life.

IF YOU LOVE YOUR FREEDOM, THANK A VET!

Kaiser Aluminum Workers Need Our Help and Support

By Jeffrey D. Bakker

Locked out members of the United Steelworkers employed at Kaiser Aluminum are seeking the support of members nationwide as they continue their fight for a new contract.

When talks began in 1998, Kaiser had just reported earnings in excess of \$168 million and "best ever" performance in every one of its five plants. Yet, Kaiser refused to bargain in good faith, and even advertised for strikebreakers weeks before talks began. As a result of Kaiser's numerous unfair labor practices, the union members remain locked out and replaced by scabs.

You can help this effort by contacting Pepsi Cola Co. at (800) 43302652 and Ball Metal at (303) 273-7406 to express your outrage that they are using scab aluminum. In addition, financial support for the workers should be sent to:

**THE USWA OUTREACH COMMITTEE
P.O. Box 6312 Spokane
Washington 99217-6312**

PHOTO 7-A

1999 Gas and Electric Safety Conference Tells Members: "Don't Gamble With Safety"

Workplace health and safety, and enhancing employee safety issues, were the primary discussion topics during the 1999 Gas and Electric Safety Conference held at Valley Plaza, Midland on October 13-14, 1999.

Gathering together under the theme, "Don't Gamble with Safety", State Council members joined with utility workers from around the state for a series of workshops and discussion session about workplace safety.

Workshop speakers engaged participants in a variety of topics including: Back Injury Protection; Gas Safety Codes and Compliance Procedures; Electric Safety; Violence in the Workplace; the ABCs of Traffic Control; Conducting an Effective Safety Committee Meeting; Noise Monitoring and Hearing Conservation; and Fall Protection. The conference also featured a special presentation by the Michigan Occupational Safety and Health Administration (MIOSHA), dealing with common workplace safety violations and what to look out for.

Michigan State Utility Workers Council President Jim Reilly and Executive Vice President Steven VanSlooten were among the featured speakers this year. Each shared their experiences relative to workplace safety, and how the Council is continuing to work to enhance safety for all members.

"Given the industry in which we work, we must never underestimate the importance of workplace safety, and of the need for all of us to follow proper procedures to insure safety," President Reilly told the **Council Communicator**. "Far too often, in workplaces across Michigan, we have seen instances where common mistakes have lead to deadly consequences. SAFETY FIRST is the State Council's motto, and is something which we all must put to good use every day."

The Council extends a special "Thank You" to the following Local Presidents: Vince Oberski, Local 258-Adrian/Erie; Don Stickler, Local 105-Pontiac; Dave Thelen, Local 123-Lansing; John Williams, Local 129-Alma, and Pete McMartin, Local 154-Cadillac, who served on this year's Safety Conference Planning Committee.

PHOTO 7-B

Pictured above during the Gas and Electric Safety Conference are (left to right) Craig Augustine, Vice President of Local 347-Traverse City and Vince Hansen, President of Local 347

State Council Members Demonstrate Their Skills During 1999 International Lineman's Rodeo

The Michigan State Council was well represented once again this year during the 1999 International Lineman's Rodeo, held in Kansas City, Missouri on Saturday, September 11th. Those Council members who participated included:

- **TEAM #22, LOCAL 103-MUSKEGON**
Troy Hall, Tim McFarland and Bill Hines
- **TEAM #23, LOCAL 103-MUSKEGON**
Steve Coxon, John VanOeffelen and Dennis Blankenship
- **TEAM #712**
Ray Skrabut, Standish Local 144; and Del Gower and Roger Roebuck, Gladwin Local 129.

In addition, Apprentice #957 Pat Musterman, a member from Local 103 in Muskegon, finished 13th overall out of 180 Apprentices. Congratulations Pat!

"This was a great day for members to showcase their skills," said State Council President Jim Reilly. "The Council thanks members, at both the Regional and International levels of competition, who professionally represented the UWUA. We also thank all those members who did not participate, but who demonstrate the same degree of professional work ethics and pride every day. Given our experience, it is no coincidence that UWUA members have been the workforce of choice at Consumers since 1942."

"New Look" for State Council Newsletter

As this issue of the **Council Communicator** shows, your State Council has made significant changes to the format of our membership newsletter. These changes are designed to make the newsletter more "reader friendly", while providing important information about developments within our union and throughout the labor movement.

Our goal with the **Council Communicator** is to enhance the flow of information within our union, and keep members "in the loop". We hope you like our NEW newsletter. Remember that if you ever have any comments, suggestions or story ideas, give our office a call.

YOUR STATE COUNCIL EXECUTIVE BOARD

PHOTO 8-A

An overhead view of the 1999 International Lineman's Rodeo, held on Saturday, September 11, 1999 in Kansas City, Missouri. Once again, members of the Michigan State Utility Workers Council joined hundreds of other utility workers for this annual contest, displaying the special skills and expertise associated with their work.

Michigan State Utility Workers Council



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