



Utility Workers Union of America
Affiliated with AFL-CIO

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William Laffey
HR Manager - Labor Relations
American Water – Northeast Division
661 Shrewsbury Avenue
Shrewsbury, NJ 07702

Dear Bill,

It has been brought to my attention that the company has been having our members take a brief on-line tutorial pertaining to the company's "Code of Ethics Policy". As you know, this policy was never negotiated at the National level nor at the local level. Therefore, it is not recognized by the National Union or any of the following locals:

Local 355
Local 365
Local 391
Local 395
Local 423

Thank you,
Shawn