

UTILITY WORKERS UNION OF AMERICA

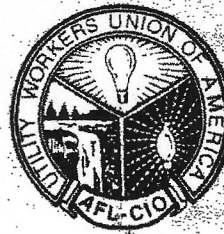
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March 5, 2007

An Open Letter to All UWUA Members Employed at American Water Facilities Regarding American Water Code of Ethics

Dear Brothers & Sisters:

This letter is intended to put to rest any concerns UWUA members may have regarding the implementation of American Water Code of Ethics.

First, it goes without saying that the UWUA membership endorses ethical and honest business and workplace practices. Every employers should have a Code of Ethics to promote ethical and honest business and workplace practices.

Second: The American Water Code of Ethics is a document promulgated unilaterally by the Company and not jointly by the Company and the Union. Nothing in the Code of Ethics can be used to prejudice or undermine the rights and protections of UWUA members under our negotiated collective bargaining agreements with American Water. Our collective bargaining agreements supersede the Code of Ethics.

Third: At some American Water locations, employees are being asked to attend a class or meeting regarding the Code of Ethics. At some locations, employees are being asked to sign a certification regarding compliance with the Code of Ethics. At some locations, employees are being asked both to attend a meeting and to sign a certification.

- ▶ With respect to attending a meeting or class on the Code of Ethics, UWUA members should cooperate. We support ethical business and workplace practices.
- ▶ With respect to the certification, the Company has agreed that there will be no retaliation of any kind against UWUA members who refuse to sign the certification. Whether or not you sign a certification, the Code of Ethics cannot be used to undermine or prejudice the rights and protections of UWUA members under our collective bargaining agreements.

On February 28 and March 1, 2007, UWUA /American Water Local Officers and National Staff participated in a conference regarding how we can improve the working lives of our members and our collective bargaining relationship with American Water. The conference was just a start. The UWUA is determined to follow through on the challenges and opportunities at American Water in order to build a better future for our membership.

Fraternally,

D. Michael Langford