



Utility Workers Locked Out by Corporate Greed at Pennsylvania-American Water!

Utility workers in Pittsburgh have been forced onto the picket lines by illegal conduct by Pennsylvania-American Water and its New Jersey-based parent American Water Company.

Pennsylvania American and American Water have committed numerous unfair labor practices against utility workers in Pittsburgh, across Pennsylvania, and throughout the U.S.

- ✓ In October 2012, an Administrative Law Judge for the National Labor Relations Board ruled that American Water illegally slashed healthcare and other benefits for 3,500 utility workers in Pittsburgh and in nearly 70 additional bargaining units in fifteen states across the U.S. The company has done nothing to resolve its illegal conduct in the case and owes workers millions of dollars in backpay.
- ✓ In June 2013, the NLRB issued an order finding that Pennsylvania-American Water threatened employees in Pittsburgh and other worksites across Pennsylvania with illegal retaliation if they exercised rights protected by federal labor law. Pennsylvania American has refused to comply with the NLRB's order in that case.
- ✓ In May 2014, Pennsylvania American and American Water settled a nationwide complaint issued by the NLRB against the companies' adoption of an illegal rule restricting employees' rights and unlawful implementation of other work policies without negotiating with employees' union.
- ✓ On June 9, 2014, Pennsylvania American illegally implemented cutbacks in Pittsburgh employees' existing terms of employment without bargaining in good faith with their union. Charges filed by the Union over this and other unfair labor practices are under investigation by the NLRB.

Utility workers urge members of the public to demand that Pennsylvania-American Water end its unfair labor practices and immediately return to the bargaining table to negotiate in good faith with Pittsburgh employees. Call or text PAWC President Kathy Pape at (717) 377-0863 or kathy.pape@amwater.com.

Please let Pape and Pennsylvania-American Water know that violating workers' rights is bad business!

Utility Workers Union of America, System Local 537, AFL-CIO