



Utility Workers Union of America, Local 132

1155 Amelia Ave, Glendora, CA 91740

Telephone: (909) 305-9802

www.uwua132.org

uwua@uwua132.org

Organizing Plan (Initial Phase – 8 Days/Month)

9/6/25

External Organizing (Outreach & Campaigns)

- Identify and test effective outreach methods, including:
- House calls and home visits
- Workplace visits and offsite meetings
- Truck “chases” and field-based outreach
- Conduct door-to-door campaigns in targeted communities.
- Contact and engage potential union members directly.
- Investigate utilities and companies with potential for unionization (e.g., prospective non-unionized companies).
- Follow up on incoming leads, such as prospective non-unionized companies’, where workers report:
- Pension elimination
- No wage increases for 5+ years
- High turnover (3–5 years) linked to unfair labor practices
- Terminations for minor infractions
- Provide resources and education to prospective non-unionized companies’ employees on the benefits of union representation, including fair contracts, grievance protections, and collective bargaining power.
- Collect and secure copies of existing contracts across utilities to identify standards, benchmarks, and leverage points for bargaining and outreach.
- Utilize Action Builder and other digital tools to track leads, communications, and organizing progress.

Additional External Examples:

- Host informational union meetings in community centers, libraries, or neutral spaces.
- Conduct visibility actions (flyers, banners, workplace leafleting) to build awareness.
- Build relationships with community allies, advocacy groups, and local labor councils to broaden support.
- Launch digital organizing campaigns (email, text, social media outreach).

Internal Organizing (Union Strength & Infrastructure):

Andrew Roble

Local 132 UWUA Organizer
Chairman & Trustee
AndrewRoble@uwua132.org

Malisa Megerle

Local 132 UWUA Organizer
Co-chair & Orange Coast
Region Officer
OrangeCoast@uwua132.org

- Lobby delegates, legislators, and regulatory agencies (e.g., CPUC) to defend workers' rights and protect jobs.
- Develop and prepare testimony, research, and presentations for CPUC and legislative hearings.
- Advance the "Save Our Service" (SOS) Campaign to strengthen and protect branch offices.
- Maintain and update sign-up lists to track progress toward majority support in workplaces.
- Collect and maintain accurate contact information for employees at every location.
- Coordinate distribution of campaign materials across worksites.
- Research industry standards, wages, and benefits for use in bargaining and member education.
- Train rank-and-file member leaders to expand organizing capacity.

Additional Internal Examples:

- Host member leadership training (steward workshops, bargaining prep, contract enforcement).
- Develop internal communications strategy (newsletters, WhatsApp groups, member updates).
- Build member-driven committees (organizing, political action, contract enforcement).
- Create rapid response teams for unfair labor practice cases and workplace crises.
- Strengthen solidarity through workplace visibility actions (wearing buttons, sticker days, coordinated breaks).

Andrew Roble

Local 132 UWUA Organizer
Chairman & Trustee
AndrewRoble@uwua132.org

Malisa Megerle

Local 132 UWUA Organizer
Co-chair & Orange Coast
Region Officer
OrangeCoast@uwua132.org