



UNION ENERGY



# 2024 END OF YEAR REPORT

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A collaboration between the PA  
AFL-CIO and the PA Building Trades,  
teaming with the Climate Jobs National  
Resource Center and Cornell  
University, Union Energy is dedicated  
to creating a sustainable and innovative  
energy economy – today – that allows  
all Pennsylvania families to have an  
opportunity to work in union jobs  
with union benefits.

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**UNION ENERGY**

**JOIN THE MOVEMENT**

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## PRESIDENT'S REPORT

As union leaders, we understand there is an energy that unites all of us in the PA labor movement, and it has never been stronger. Our shared responsibility to support the creation of new union jobs with an eye toward our future, coupled with our relentless commitment to protecting existing union jobs keeps us motivated and energized — that's Union Energy.

To advance our goals, we launched Union Energy, a nonpartisan coalition dedicated to creating a sustainable energy economy – today – that allows all Pennsylvania families to have an opportunity to work in union jobs with union benefits. We are working together to advance nonpartisan policies that create increased union job opportunities, anticipate the challenges of tomorrow, and create an innovative, sustainable energy economy.



From rising temperatures to increasing numbers of severe storms, the global climate challenges we are facing are accelerating. Collective action is an urgent necessity. Union Energy is ready to engage proactively to help policy makers and industry leaders guide the transition to sustainable energy solutions across the Commonwealth. We want to transform Pennsylvania's energy economy, make buildings safer and more energy efficient, and support transportation, agriculture, and infrastructure initiatives as part of the clean energy transition.

We can ensure the transition to a clean energy economy creates high-quality, unionized jobs that provide fair wages, comprehensive benefits, and safe working conditions. Union Energy is committed to protecting the environment while fostering economic growth and stability for workers and communities. By partnering with labor unions, employers, policy makers, and local organizations, we can champion sustainable solutions and generate Union Energy together – we welcome you to the next frontier in union organizing.

Angela Ferritto  
President, Union Energy



## SECRETARY-TREASURER'S REPORT

The Pennsylvania Building and Construction Trades Council is proud to partner with the Pennsylvania AFL-CIO and our union brothers and sisters on this important initiative. As union leaders, we are committed to creating a sustainable and innovative energy economy that gives all Pennsylvania residents the opportunity to work in union jobs with union benefits.

We know climate change is real. According to the Pew Research Center, 63% of Americans say harm to people in the U.S. from climate change will get worse in their lifetimes. Effects of climate change, including rising temperatures and increasing heat stress, will lead to the loss of 80 million full-time jobs, according to the International Labor Organization. This will incur an economic loss of \$2.4 trillion in 2030.

Something needs to change. By and large, the public supports investments in clean energy reforms. Two-thirds of Pennsylvania residents support building a clean energy economy, according to a poll conducted by The Nature Conservancy-PA. Union households support reforms in even greater numbers; 78% of union households believe clean energy is a worthwhile investment.

Pennsylvania is our nation's top energy exporter and a leader in energy production. That's why our Commonwealth must be a leader in the transition to a sustainable energy economy. Pennsylvania helped build our nation by manufacturing steel and other materials necessary for our nation's infrastructure. And, we will build the materials of tomorrow, cleaner than they have ever been.

We created Union Energy to build up the middle class way of life to support good-paying jobs, healthcare, and retirement benefits. When the middle class does well, the country does well. We are working to expand opportunities throughout Pennsylvania so that we can create a better planet for our children and for our grandchildren. We cannot do this work alone and are proud to partner with community groups and unions throughout the Commonwealth to bring about positive change.

Rob Bair  
Secretary-Treasurer, Union Energy



## EXECUTIVE VICE PRESIDENT'S REPORT

As a nation, we are facing unprecedented challenges of climate change. At Union Energy, we are committed to tackling that challenge by ensuring all workers are trained and ready for the clean energy economy. By driving policies that create a sustainable energy future for workers and their families, we can provide opportunities for all Pennsylvanians to work in good-paying union jobs with benefits and job security.

Our union workers are on the front lines of the economy. Our workers are well equipped to anticipate the challenges of tomorrow and ensure every job created is a union job with union wages and benefits. This will provide workers with the dignity they deserve.

As a union leader, I am committed to the Union Energy movement. At the Steamfitters, we view this coalition as an opportunity to create an innovative, sustainable economy. We envision a future where both the environment and workers can thrive. Working together, we can make buildings safer, transportation more efficient, and infrastructure more sustainable. Union brothers and sisters, I look forward to creating Union Energy with you.



Jim Snell  
Executive Vice President, Union Energy

## THE INFLATION REDUCTION ACT

On August 16, 2022 the Inflation Reduction Act (IRA) was signed into law. The Inflation Reduction Act makes the largest-ever climate investment in world history, touching every economic sector that produces carbon pollution – power, transportation, buildings, industry, agriculture, and forestry.

The IRA has sparked a historic clean energy boom across America, creating hundreds of thousands of good-paying jobs – those should be union jobs. In addition, the IRA provides bonus credits for energy investments in low-income communities that pay workers prevailing wages, use registered apprenticeships, and build clean energy with domestic content – these communities deserve to thrive once again.

We created Union Energy to leverage the opportunities presented by the Inflation Reduction Act. The legislation will enable our nation to create a sustainable energy economy that provides opportunities for high-paying union jobs with benefits.



## ENERGY ROUNDTABLE

In April 2024, the PA AFL-CIO and PA Building and Construction Trades Council hosted a meeting of union leaders from across the Commonwealth. More than 30 unions from multiple sectors were represented.

During a brainstorming session, leaders discussed how unions have lost jobs in the fossil fuel industry and want to be at the forefront of the transition to a sustainable energy economy. Emerging industries, which are part of this just transition, must embrace organized labor. Leaders stressed the importance of unions presenting a unified front in this coalition and representing the voice of reason that will help Pennsylvania meet its 2050 climate goals. Together, the unions developed the coalition's name: Union Energy, and its promise: Union Energy will create a sustainable and innovative energy economy today that allows all Pennsylvania families to have an opportunity to work in union jobs with union benefits. We will advance nonpartisan policies that create increased union opportunities by anticipating the challenges of tomorrow and working together to advance an innovative, sustainable energy economy.

Goals of the coalition were also outlined. Shared goals include advancing the legislative agenda in Pennsylvania and taking a proactive approach to guiding the transition to sustainable energy solutions. Union Energy will engage union members and community allies to work at the forefront of issues that matter to workers and our communities.

Union leaders also discussed the campaign's key legislative initiatives: capping orphan wells, public sector OSHA, and solar for schools.

**Mission Statement:** Our mission is to ensure that the transition to a clean energy economy creates high-quality, unionized jobs that provide fair wages, comprehensive benefits, and safe working conditions. We are dedicated to protecting the environment while fostering economic growth and stability for workers and communities. By partnering with labor unions, employers, policymakers, and local organizations, we advocate for sustainable energy solutions that uphold workers' rights, promote social equity, and enhance environmental stewardship.



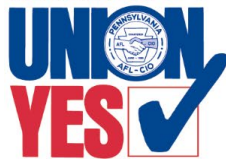
## UNION ENERGY MEETS WITH LABOR LEADERS

Prior to the 46th Constitutional Convention of the PA AFL-CIO in May, Union Energy Executive Director Ramon Becerra and Policy Director Paul Lemmon held a meeting with labor leaders. During the meeting, Union Energy shared its mission and goals as well as key legislative initiatives.

During the 46th Constitutional Convention, PA AFL-CIO members approved a resolution in support of Union Energy. The resolution outlines the need for a coalition to guide the just transition to a sustainable energy economy as well as the opportunity to create good-paying union jobs.



AMERICA WORKS BEST  
WHEN WE SAY . . .



## PENNSYLVANIA AFL-CIO

### PENNSYLVANIA AFL-CIO 46<sup>TH</sup> CONSTITUTIONAL CONVENTION

#### RESOLUTION NO. 32

#### **SUPPORT FOR UNION ENERGY**

**WHEREAS**, access to adequate and affordable energy and energy sources are essential to protecting, maintaining, updating and expanding our infrastructure, securing essential water, transportation and community foundational systems, the rebuilding of a manufacturing economy, family sustaining jobs with family sustaining benefits, energy independence, outstanding public schools, access to medical care, sustainable food sources, adequate and affordable housing and sustaining our communities; and

**WHEREAS**, the effects of climate change in Pennsylvania, across the United States, and around the world are notably serious and growing, and severe weather, including floods, droughts, wildfires, extreme heat and sea-level rise have a disproportionate impact on working families and our communities in ways that call for focus and an effective and

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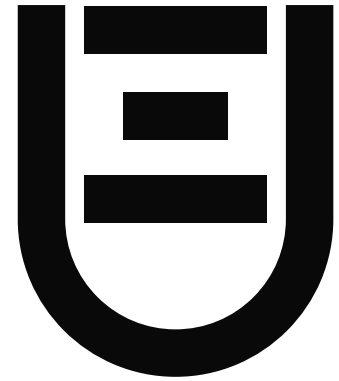
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## UNION ENERGY MEETS WITH LABOR LEADERS



**50+**

MEETINGS WITH  
LABOR LEADERS

**30+**

MEETINGS WITH  
COMMUNITY PARTNERS

**NOW THEREFORE BE IT RESOLVED** that the Pennsylvania AFL-CIO, assembled in its 46<sup>th</sup> Constitutional Convention recognizes that a diversified energy portfolio is the foundation of our 21st century economy, with the workers and consumers of Pennsylvania are best served by comprehensive statewide action plan; and

**THEREFORE, BE IT FURTHER RESOLVED**, the Pennsylvania AFL-CIO's work with our affiliates, alongside allied environmental conservation coalitions, and the Climate Jobs Institute at Cornell University's ILR School is critical to helping guide our state's transition to a strong, equitable, and resilient clean energy economy through creating measurable goals and outcomes to fairly and equitably address the climate crisis, to create high-quality jobs protected by Collective Bargaining Agreements, and to build a diverse, inclusive, and sustainable workforce for generations to come; and

**THEREFORE, BE IT FINALLY RESOLVED**, that the Pennsylvania AFL-CIO, assembled in its 46th Constitutional Convention, supports these priorities through labor's organized effort in the creation and leadership of UNION ENERGY as a joint undertaking of the Pennsylvania AFL-CIO and the Pennsylvania State Building and Construction Trades Council.

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# PENNSYLVANIA CLIMATE JOBS PLAN:

A Worker-Centered Approach  
to an Equitable Clean Energy Future



**ILR** Climate Jobs Institute



# CLIMATE JOBS PLAN

Envisioned by the Pennsylvania labor movement and authored by the ILR Climate Jobs Institute, Pennsylvania Climate Jobs Plan: A Worker-Centered Approach to an Equitable Clean Energy Future, provides concrete recommendations for ways Pennsylvania can create union jobs in an innovative energy economy. The report includes 28 key recommendations in the following areas: energy, industry, buildings, transportation, agriculture, infrastructure, and just transition.

ENERGY	INDUSTRY	BUILDINGS	TRANSPORTATION	AGRICULTURE	INFRASTRUCTURE	JUST TRANSITION
<ol style="list-style-type: none"> <li>1. Transform Pennsylvania's Energy Economy by Building 54.5 Gigawatts of Renewable Energy by 2035 with Gold-Star Labor Standards* <a href="#">PG 19</a></li> <li>2. Tap Into Renewable Energy Potential by Retrofitting Pennsylvania's Non-Powered Dams for Hydroelectric Energy <a href="#">PG 24</a></li> <li>3. Making Pennsylvania a Leader in the Installation and Manufacturing of Small Modular Nuclear Technology <a href="#">PG 26</a></li> <li>4. Address Methane Leakage by Establishing a Large-Scale Program to Cap Pennsylvania's Abandoned and Orphaned Oil and Gas Wells <a href="#">PG 30</a></li> <li>5. Expand and Modernize Pennsylvania's Power Grid Using Union Labor <a href="#">PG 34</a></li> </ol>	<ol style="list-style-type: none"> <li>6. Transform the Keystone State into a Hub for Unionized Clean Energy and Climate-Aligned Manufacturing <a href="#">PG 40</a></li> <li>7. Catalyze Pennsylvania to Become a Renewables Recycling Powerhouse <a href="#">PG 42</a></li> <li>8. Reduce Pennsylvania's Industrial Emissions While Maintaining Union Jobs <a href="#">PG 44</a></li> <li>9. Establish Pennsylvania as a Leader in Direct Air Capture <a href="#">PG 47</a></li> </ol>	<ol style="list-style-type: none"> <li>10. Adopt a Carbon-Free Keystone State Act to Jumpstart a Just Transition Through Building Decarbonization in Pennsylvania <a href="#">PG 51</a></li> <li>11. Incentivize Union-Built Zero-Emission Affordable Housing <a href="#">PG 55</a></li> <li>12. Make Pennsylvania Homes Safer, Healthier, and More Efficient Through an Amended Whole-Home Repairs Program <a href="#">PG 57</a></li> <li>13. Adopt a Whole-School Repairs Act to Make Pennsylvania Schools Safe, Healthy, and Sustainable <a href="#">PG 60</a></li> </ol>	<ol style="list-style-type: none"> <li>14. Construct High-Speed Rail Infrastructure in the Northeast Corridor <a href="#">PG 65</a></li> <li>15. Electrify and Transformatively Expand Pennsylvania's Public Transit by 2035; Invest in a Retraining Program for the Electric Vehicle Transition <a href="#">PG 67</a></li> <li>16. Decarbonize Pennsylvania's Last-Mile Trucking by 2030 While Expanding Worker Protections in the Larger Logistics, Distribution, and Warehousing Sector <a href="#">PG 69</a></li> </ol>	<ol style="list-style-type: none"> <li>17. Establish Pennsylvania's First Agricultural Workers' Rights Act to Strengthen Worker Power and Incentivize Emissions Reductions <a href="#">PG 74</a></li> <li>18. Create a Circular Biofuel Economy to Bolster Land Use Retention, Renewable Energy, and Domestic Production <a href="#">PG 77</a></li> </ol>	<ol style="list-style-type: none"> <li>19. Expand High-Speed Broadband Access by 2028 to 1.3 Million Digitally Excluded Households Using Local, Union Workers <a href="#">PG 82</a></li> <li>20. Build Climate-Resilient, Clean, Universally Affordable Water Infrastructure Using Low-Carbon and PA-Made Materials <a href="#">PG 86</a></li> <li>21. Establish a Robust State OSHA Plan by 2025 to Protect Public and Private Sector Workers from Heat and Air Quality Hazards <a href="#">PG 89</a></li> <li>22. Expand the Commonwealth's Public Sector Workforce to Build Climate-Resilient Infrastructure <a href="#">PG 92</a></li> </ol>	<ol style="list-style-type: none"> <li>23. Keep Workers and Communities Whole and Thriving Throughout the Clean Energy Transition <a href="#">PG 97</a></li> <li>24. Build Out a Diverse Pipeline of Union Clean Energy Workers <a href="#">PG 98</a></li> <li>25. Scale Up Fossil Fuel Site Reclamation and Redevelopment to Create Jobs and Improve Environmental Health <a href="#">PG 101</a></li> <li>28. Mandate Representation of Labor and Workers on All Climate-Related Advisory Boards at the State Level <a href="#">PG 103</a></li> </ol>

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## EIGHT DAYS OF ACTION - CAMPAIGN KICKOFF

Cleveland-Cliffs Steelton, the nation's oldest operating steel mill, was the site of Union Energy's official kickoff. Labor leaders, union members, community representatives, company delegates, and climate researchers spoke about the importance of creating union jobs and released The Pennsylvania Climate Jobs Plan, a report authored by the IRL Climate Jobs Institute at Cornell University about an equitable clean energy future for Pennsylvania.

*“Today is the beginning of a united powerful coalition between unions, faith communities, students, businesses, and academics. We will plant the seeds of a new energy sector where unionized workers lead the way with the same determination and resilience that has always defined us. I ask each of you to harness that union energy, let it remind you there is nothing we cannot achieve.”*

*Angela Ferritto,  
President, Union Energy*



# EIGHT DAYS OF ACTION - CAMPAIGN KICKOFF



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## BUSINESS ROUNDTABLE

Leaders from American Life Income, American Roots, Western CAM Inc, Hranec Sheet Metal, and Zoetic Global participated in a roundtable discussion at United Mine Workers of America in Uniontown, PA. Experts shared ideas about how businesses can fight climate change and offer all Pennsylvania residents an opportunity to work in good-paying union jobs with union benefits. Business leaders discussed approaches they are taking to climate-friendly policies and products as well as how they can integrate union workers in their plans for a sustainable energy future.



# BUSINESS ROUNDTABLE



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## UNION MEMBERS IN PUBLIC OFFICE

Union Energy President Angela Ferritto and Secretary-Treasurer Rob Bair discussed the goals of Union Energy and how union member elected officials can help create union jobs with union benefits in an innovative energy economy. Participants (pictured left to right) included Senator John Kane (UA), District 9; Rep. Dan Miller (USW), District 42; Rep. Dave Madsen (AFSME), District 104; Rep. Dave Dellosa (IBT), District 162; Richard Womack (UNITE-HERE), Delaware County Councilman, and JoJo Burgess (USW), Washington City Mayor.

***“Pennsylvania leads the nation as an energy exporter and producer. We built this county and will build the infrastructure of tomorrow cleaner than it has ever been. Union Energy will create opportunities to build the middle class, do it safely, protect our planet, and give our kids jobs in the future. When the middle class does well, the country does well.”***

***Robert Bair,  
Secretary-Treasurer, Union Energy***





## UNION APPRENTICESHIP FACILITY TOUR

Union Energy officials and labor leaders visited four union apprenticeship programs (UA/ Steamfitters, SMART, IBEW, and IUOE) across the state to highlight the robust training infrastructure of Pennsylvania’s building and construction unions. Union apprenticeship programs have the capacity to prepare workers for careers in the sustainable clean energy sector.

***“My union is 100% committed to this effort. We see this as an opportunity to create an innovative, sustainable economy that generates union energy and a future where both the environment and workers can thrive. As we confront the urgent challenges of climate change, we need good union jobs with wages, benefits, and security.”***

***Jim Snell,  
Executive Vice President, Union Energy***



## TREE PLANTING

Union Energy President Angela Ferritto joined James Watt, president, Washington/Greene County CLC (USW); JoJo Burgess, mayor, Washington City (USW); Richard Trumka, Jr, commissioner of the U.S. Consumer Product Safety Commission; Rich Yakubic (UMWA); Walter Ingram, president, Union Sportsmen's Alliance (IANAW), to plant serviceberry trees in Washington Park. The trees will help mitigate storm water, improve air quality, and reduce carbon dioxide.



## UNION ENERGY HIGHER EDUCATION TOWN HALL

Thursday, August 29 | 3:00 pm



**Lara Skinner,**  
Executive Director,  
Climate Jobs Institute

**Reyna Cohen,** Research &  
Policy Development Associate,  
Climate Jobs Institute

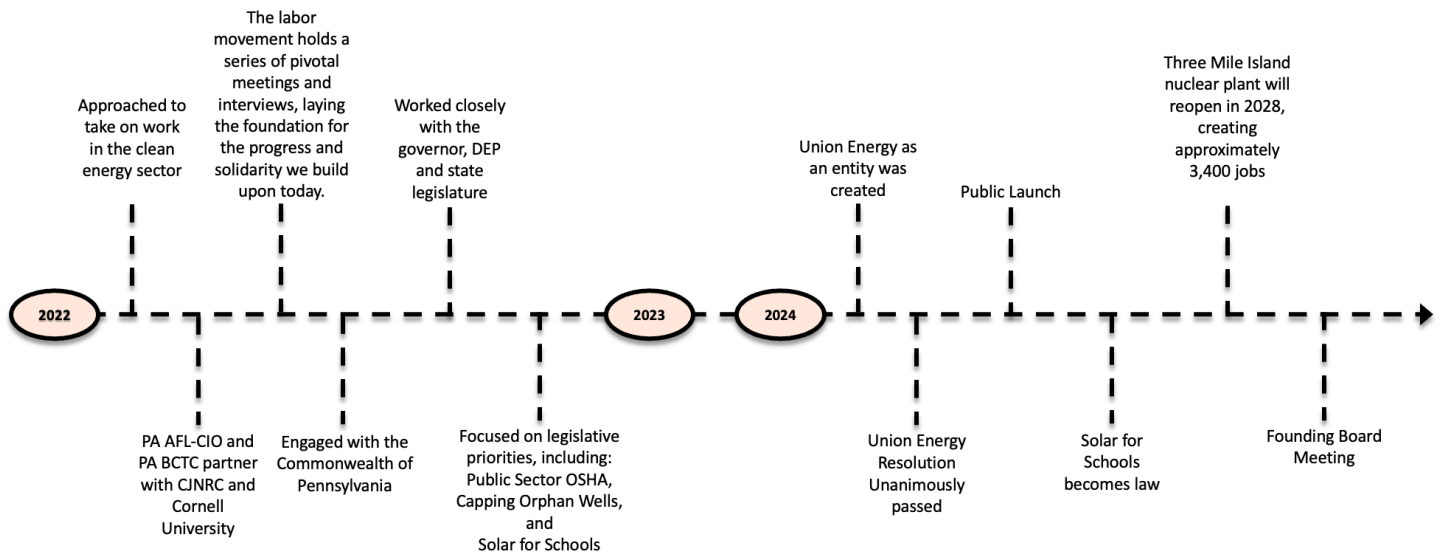


**Nate Lamm,**  
Research Support Specialist,  
Climate Jobs Institute



## HIGHER EDUCATION TOWN HALL

In a statewide webinar with leaders tuned in from across Pennsylvania, Dr. Lara Skinner, executive director, Climate Jobs Institute was joined by Reyna Cohen, research and policy development associate, and Nate Lamm, research support specialist, both of the Climate Jobs Institute, to talk to college and high school students about how they can help create an equitable, sustainable energy future.



## SOLAR FOR SCHOOLS

On July 11, 2024, the Pennsylvania legislature passed HB 1032, Solar for Schools. Championed by the Pennsylvania labor movement and introduced by Rep. Elizabeth Fiedler, the bill will create a grant program to fund solar arrays at schools across Pennsylvania by covering equipment and installation costs. This will, in turn, accelerate the construction of solar projects, create good-paying union jobs with family-sustaining benefits, and revitalize our communities.

The Solar for Schools grant program is a critical piece of legislation that allows the Commonwealth to invest in our aging school buildings, which will positively impact all Pennsylvanians while allowing our Commonwealth to reap the environmental and economic benefits. By investing in and lifting up the building trades as a whole, Solar for Schools will support and sustain good paying, clean energy union jobs in the solar industry.



## LABOR IN THE PULPITS

As part of Labor in the Pulpits, Union Energy President Angela Ferritto spoke at All Saints Episcopal Church in Hershey, led by Reverend Anjel Scarborough, and Secretary-Treasurer Rob Bair spoke at Temple Ohev Sholom in Harrisburg, where Rabbi Marc Kline serves as the leader.



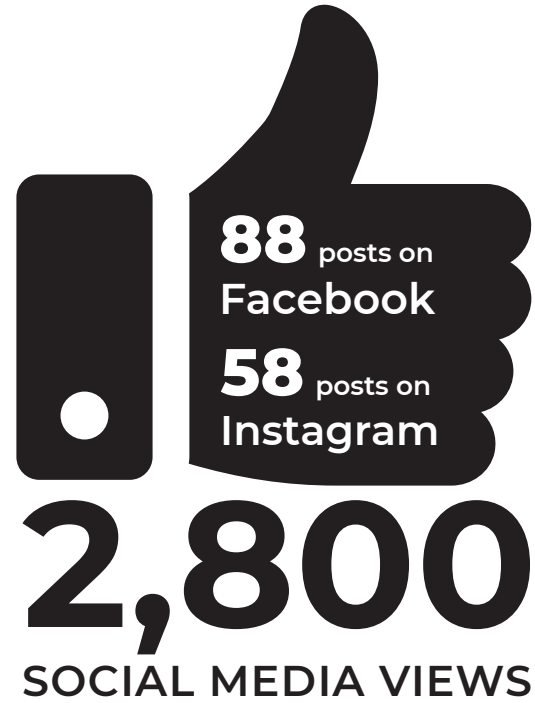
## LABOR DAY

Members of Union Energy participated in Labor Day parades and events throughout the Commonwealth.

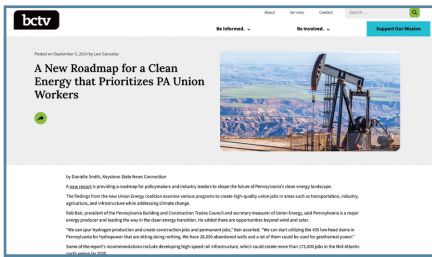


## WEBSITE AND SOCIAL MEDIA LAUNCH

As part of a campaign rollout, Union Energy launched a website, [www.UnionEnergyPA.org](http://www.UnionEnergyPA.org), and social media presence on Facebook, Instagram, LinkedIn, and X. The campaign went live on May 14, 2024. Initial social media posts focused on the coalition's mission and vision as well as on public attitudes about climate change.

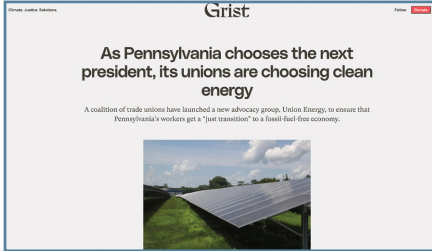


# UNION ENERGY IN THE NEWS



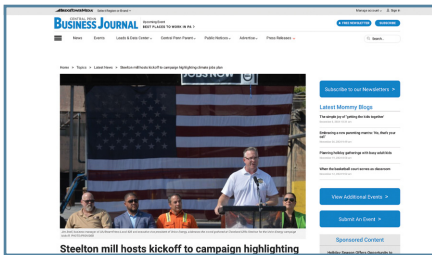
## A New Roadmap for a clean energy that prioritizes Pa. union workers

<https://www.bctv.org/2024/09/09/a-new-roadmap-for-a-clean-energy-that-prioritizes-pa-union-workers/>



## As Pennsylvania chooses the next president, its unions are choosing clean energy

<https://grist.org/labor/pennsylvania-unions-energy-election/>



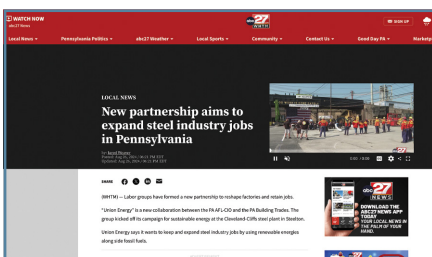
## Steelton mill hosts kickoff to campaign highlighting climate jobs plan

<https://www.cpbj.com/steelton-mill-hosts-kickoff-to-campaign-highlighting-climate-jobs-plan/>



## Union Energy gets Pa. families to work during green energy transition

<https://awf.labortools.com/listen/union-energy-gets-pa-families-to-work-during-green-energy-transition>



## New partnership aims to expand steel industry jobs in Pennsylvania

<https://www.abc27.com/local-news/new-partnership-aims-to-expand-steel-industry-jobs-in-pennsylvania/>



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## THREE MILE ISLAND

In response to the announced reopening of Three Mile Island, made on September 20, 2024, Union Energy released a newsletter to its subscribers about the positive impact of the facility. The 20-year purchase agreement, signed by Constellation Energy and Microsoft, will launch the Crane Clean Energy Center, which will add more than 800 megawatts of carbon-free energy to the grid and create 3,400 direct and indirect jobs.

***“We applaud Constellation Energy for announcing its plans to reopen Three Mile Island and Microsoft for its commitment to buy power from the facility for the next two decades. Pennsylvania will benefit from this investment, as it will create jobs for our workers and generate power for more than 700,000 homes.”***

***Angela Ferritto,  
President, PA AFL-CIO and Union Energy***

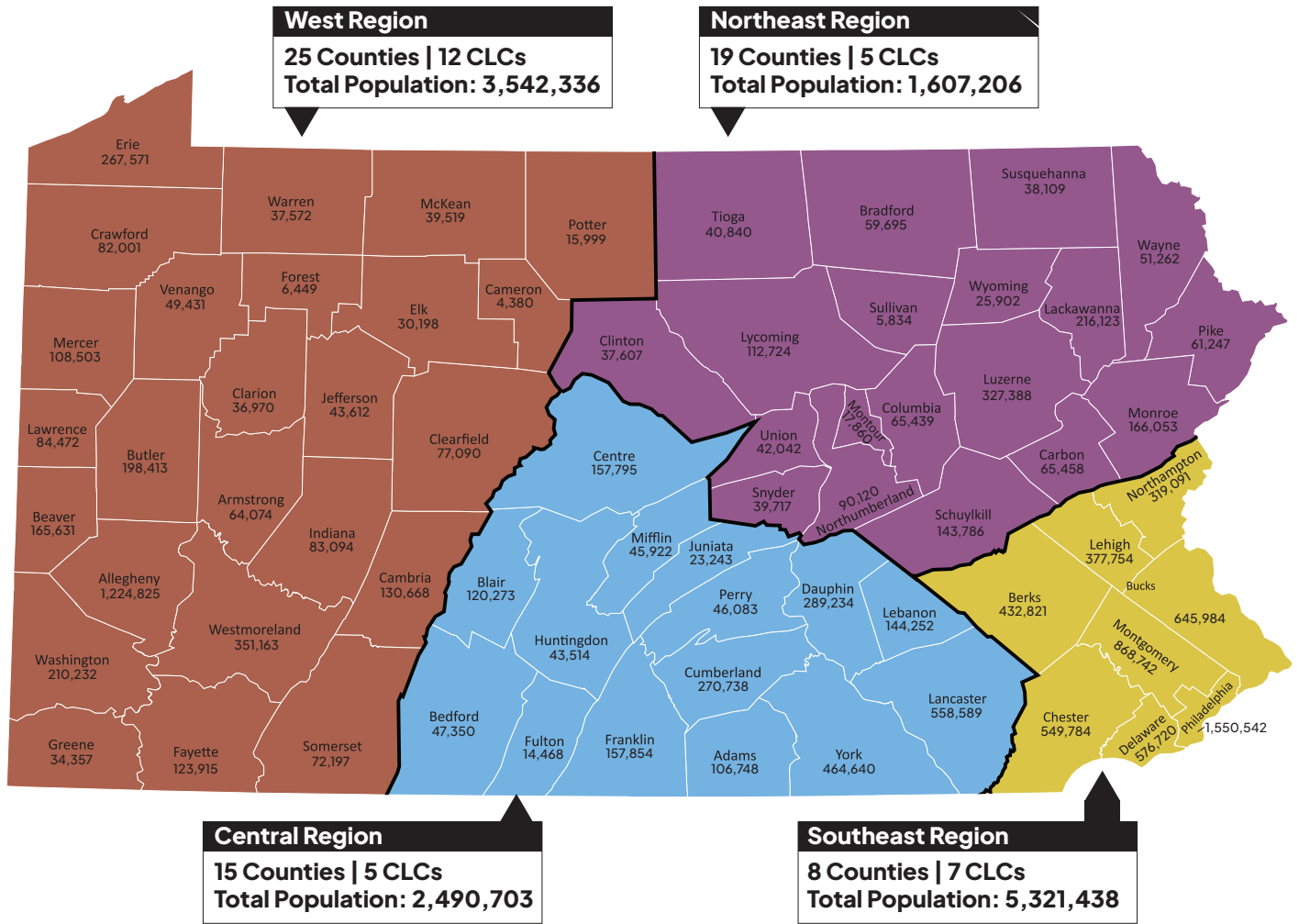
***“The CCEC will support thousands of family-sustaining jobs for decades to come. It will help make Pennsylvania a leader in attracting and retaining the types of reliable, clean energy jobs that will define the future.”***

***Rob Bair,  
President of the PA Building & Construction Trades Council and  
Secretary-Treasurer of Union Energy***



# REGIONAL MAP

The map outlines four regions (West, Northeast, Central, Southeast) as the operational framework for Union Energy’s statewide initiatives, emphasizing demographic distribution, organizational boundaries, and strategic planning metrics.

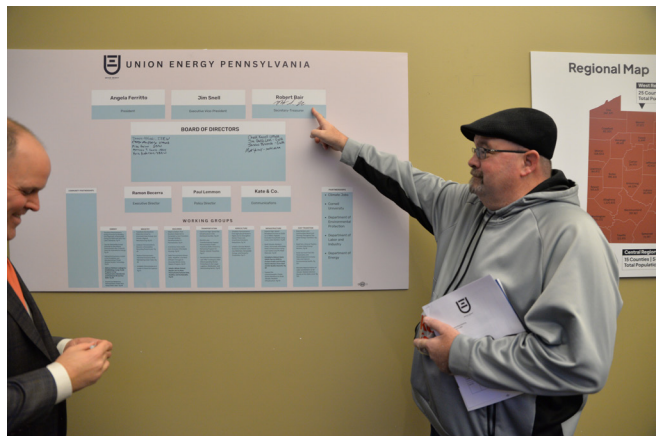
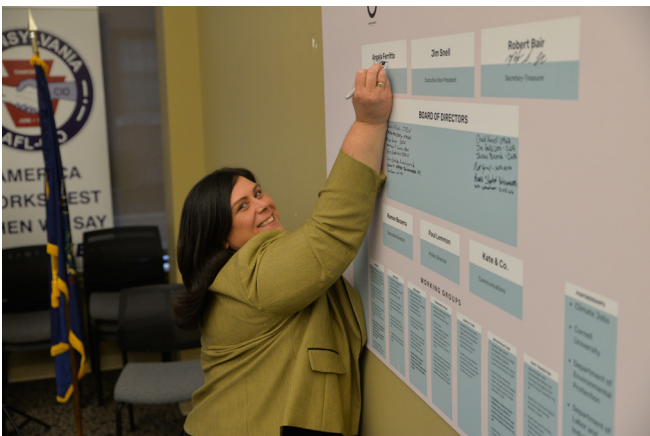




# FOUNDING BOARD MEETING

Union Energy held its founding board meeting on December 4, 2024, in Harrisburg. Board members from a dozen unions joined the PA AFL-CIO and the PA Building and Construction Trades Council to discuss the coalition’s goals and set priorities for 2025.

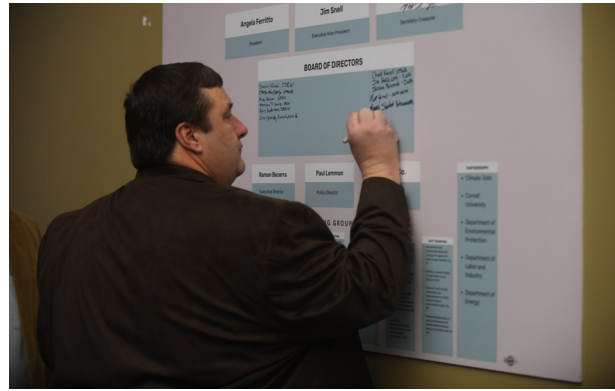
Board members discussed how the coalition can focus on both advancing its objectives and on growing union membership in the Commonwealth. They also discussed the industries that can become involved in renewable energy solutions and how the products can get to the market. Members talked about the importance of embracing this movement, as other states are moving forward with sustainable energy projects. Areas of Pennsylvania are well suited for creating and hosting data centers, which can bring jobs for union members. By collaborating with community partners, Union Energy can help frame public perception about data centers and innovative technologies.



# FOUNDING BOARD MEETING



# FOUNDING BOARD MEETING



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