

# NLRB to Issue Nationwide Complaint against Covanta Energy

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**Braintree, Mass.** – Utility Workers Union of America Local 369 announced today that the National Labor Relations Board has authorized a complaint charging Covanta Energy with violating federal labor law at more than 50 Covanta locations across the U.S.

The complaint is based on a charge filed by the Union challenging numerous illegal work rules maintained by Covanta in its employee handbook, including rules threatening to terminate employees for providing any information about the company to government investigators, the news media, or other “outside representatives.”

The NLRB complaint will cover all U.S. facilities where Covanta has distributed the illegal work rules, including its municipal waste incinerator in Rochester, Mass. where workers are represented by Local 369, and also at the company’s other U.S. facilities.

“The Board’s decision to issue a nationwide complaint against Covanta confirms our charge that this renegade company runs roughshod over workers’ rights,” stated Gary P. Sullivan, President of UWUA Local 369. “We intend to challenge Covanta’s illegal conduct at every turn.”

Covanta operates waste incinerators and related facilities throughout the U.S. and around the globe. Workers at the Massachusetts facility voted for representation by Local 369 in May 2008, but have been unable to win a first union contract because of unfair company tactics – including the illegal work rules.

The NLRB complaint also challenges a Covanta rule prohibiting solicitation or distribution of “unauthorized” material anywhere on “company property” or on “company time” – a type of anti-union rule declared illegal under U.S. labor law for more than sixty years. Other Covanta policies charged under the complaint include rules prohibiting employees from discussing their wages with each other, or from wearing any “political slogans” at work.

“It is outrageous that any company in this day and age would try to impose these clearly illegal work rules,” observed Sullivan. “We want Covanta employees to know that our union will stand up for their rights, not only in Massachusetts but at every other Covanta location.”

UWUA Local 369 represents over 3,000 working men and women in the utility and related industries throughout Massachusetts, and is affiliated with the Utility Workers Union of America, AFL-CIO. More information concerning the Union’s campaign for justice for Covanta workers is available at [www.cjcw.org](http://www.cjcw.org). The UWUA will post the NLRB complaint against Covanta at the web site as soon as it is available.

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