

# The United Worker

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2018

## Horton-Gennette Becomes New UIW National Director

Karen Horton-Gennette has been appointed by the SIU Executive Board to become the new UIW National Director. She will assume the post effective Jan. 1, 2019, replacing Kate Hunt, who had held the position since August 2016 and is now slated to assume duties as Vice President of the SIU's Government Services Division.

Horton-Gennette comes under the UIW canopy following a highly successful 17-year stint with another UIW/SIU affiliate, the Seafarers Entertainment and Allied Trades Union (SEATU). After launching her union career with the SIU in Michigan in 2000, she became a business representative with SEATU some 18 months later.

"I began my career with the SIU as a secretary in the Port of Algonac in May of 2000," said Horton-Gennette who hails originally from East China, Michigan and currently resides in Algonac, Michigan. "About a year and a half later, in September of 2001 as I recall, I was promoted to the position of SEATU business representative."

As SEATU business representative, Horton-Gennette managed the day-to-day business interests of the union at work sites in three states and was the focal point for a myriad of employee-related matters.

"This promotion took me to Kansas City, Missouri, where I represented three casinos: one in Riverside, Missouri, another in Sioux City, Iowa and a third in Baton Rouge, Louisiana," she said. "In the business representative capacity, I handled all issues involving and related to employee concerns including



UIW President Michael Sacco (center) poses in his office with incoming UIW National Director Karen Horton-Gennette (right) and her predecessor, Kate Hunt (left).

grievances, terminations, disciplinary meetings, scheduling and more."

Horton-Gennette remained in Kansas City until 2005 when she accepted a transfer to Honolulu. In her role

of business representative in Hawaii, she represented SEATU crew members who worked aboard NCL America vessels. A year later in 2006, Horton-Gennette returned to Kansas City and once again represented the interests of casino employees.

In 2007 she was promoted to the post of Assistant Vice President of SEATU. "In that position, I was tasked with the management of all SEATU properties and union halls," she said. "Additionally, I negotiated collective bargaining agreements, organized new

facilities and helped resolve high-level grievances." During the same time, Horton-Gennette was actively involved in organizing drives for the UIW as well as the SIU.

"I look forward to launching my tenure as UIW National Director," Horton-Gennette said. "I am grateful for the confidence that the union leadership has shown in me and my abilities. With their continued cooperation and support – along with that of the rank-and-file UIW membership – I see only good things in the future for the union."

### Season's Greetings



**Notice to Employees Covered By Union Agreements**

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## Democratic House Could Make Worker Empowerment a Priority

*Editor's note: The following item, co-authored by Celine McNicols and Heidi Shierholz, appeared on the November 7 Economic Policy Institute blog.*

For the first time in nearly a decade, Democrats will hold the majority in the House when Congress convenes in January. The results of the mid-term elections are encouraging and represent historic progress—with a record number of women winning seats in the house, including key victories by diverse candidates across faiths and ethnicities. Democrats won the popular vote in the House by a 9.2 percent margin despite today's 3.7 percent unemployment rate, which should have provided great advantage to the incumbent party.

It is nevertheless important to note that with Republicans in control of

the Senate and the White House, it is unlikely that policies that promote a just economy for working people will become law. Still, House Democrats have the opportunity to advance long overdue reforms. It is critical that they focus on an agenda that serves our nation's workers. This must include House Democrats working to raise workers' wages, restore workers' access to justice on the job, and promote workers' right to collectively bargain.

Workers deserve a fair minimum wage. At \$7.25 per hour, the federal minimum wage is now more than 25 percent below where it was in real terms half a century ago. House Democrats must advance legislation to raise the federal minimum wage to \$15 per hour by 2024, indexing it to the national

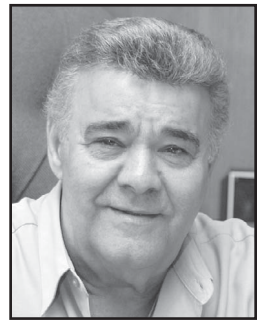
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## From the President

### Labor Rises to the Occasion

As we approach the end of another successful year for our union, I extend my sincere thanks to all of our vice presidents, representatives, staff, shop stewards and rank-and-file members for their collective roles in helping keep the UIW moving in the right direction.



Michael Sacco

Despite an array of challenges that were thrown our way during the past 12 months, the landmark case of *Janus vs. AFSCME* being chief among them, the UIW and the labor movement as a whole have continued to advance. In the face of adversity, we have not floundered. Instead, we gotten stronger and more popular.

According to a report issued earlier this year by the Bureau of Labor Statistics, union membership last year grew by 262,000 to 14.8 million. Further, the report showed that 11.4 percent of working men and 10 percent of working women in the private sector belonged to a union. Public sector numbers were higher, where 34.4 percent of government employees are protected by a union.

More people are learning what unions are all about, too – and they support us. A Gallup Poll released Aug. 31 said 61 percent of adults in America approved of labor unions, the highest percentage since the 65 percent approval recorded on 2003. The same poll said the current labor union approval rate is up five percentage points from last year and is 13 points above the all-time low found in 2009.

All in all, these statistics show that there is good reason for optimism about the future of organized labor. At the same time, however, it would be foolish not to admit that there also some undeniable challenges ahead. This is true not only for the labor movement, but for all workers across the country as well.

What it means is that we must all step up to the plate and do what's necessary to fully revitalize our movement. In my view, a good starting point would be to call on our elected officials—federal, state and local—to join us in the trenches and support our cause. We must demand that they do everything in their power to protect, strengthen and expand the freedom of American workers by making it easier for them to join together in unions.

That task now should be a bit easier to accomplish considering the results of the recent mid-term elections. The labor movement helped elect a wave of union members and other pro-worker allies across the country in contest after contest. We proved that if you support working people, we'll have your back. And we sent a resounding message to every candidate and elected official that if you seek to divide and destroy us, we'll fight back with everything we have.

This was an historic election for working people. Union members in every community, city and state were a driving force in this election. We fought for our issues, for union candidates and for proven allies, and we filled the halls of power with our own:

- Seven-hundred and forty-three union members were elected to office from the U.S. Senate to state capitols, including U.S. Sen.-elect Jacky Rosen (UNITE HERE) of Nevada; Michigan Gov.-elect Gretchen Whitmer (AFT); Minnesota Gov.-elect Tim Walz (Education Minnesota); and U.S. Reps.-elect Jahana Hayes (CEA and AFSA) of Connecticut and Ilhan Omar (AFSCME) of Minnesota.

- We sent union-busting Governors Scott Walker (R-Wis.) and Bruce Rauner (R-Ill.) packing, and we elected an army of pro-worker governors in Wisconsin, Illinois, Pennsylvania, Nevada, Colorado, Maine and Kansas.

- Union members knocked on more than 2.3 million doors this election cycle.
- We distributed 5 million fliers at more than 4,600 worksites, sent more than 260,000 texts and delivered over 12 million pieces of direct mail.

#### Happy Holidays

The winter holidays once again are upon us. As indicated earlier, I am grateful to everyone for their hard work and continuing support.

On behalf of all UIW officials, I extend warmest wishes to all UIW members, retirees and their families for a safe, healthy and happy holiday and a highly productive and prosperous New Year.

Additionally, I offer heartfelt greetings and prayers for all men and women of our armed forces – stateside as well as overseas – who are protecting our freedom. May all of your missions be successful and may you return home to your families safe and sound.

## Americans View Manufacturing Overall as Key to National Security, Improved Wages for Working People

*Editor's Note: The following story was provided by Press Associates Union News Service. It was written by Leo Gerard, president of the United Steelworkers. Gerard is also a member of the AFL-CIO Executive Committee and chairs the labor federation's Public Policy Committee.*

Lately it feels as if the United States is anything but united. From climate change to universal health care, from Kanye West to the validity of pumpkin spice, Americans seem divided over every issue under the sun.

But a new survey reveals there is at least one thing on which the majority of this country agrees.

The Alliance for American Manufacturing (AAM) recently conducted a poll of 1,200 general election voters and found that most Americans, even across party lines, believe that U.S. manufacturing is critical to maintaining national security. They also believe workers deserve better wages and countries that cheat or side-step trade commitments should be held accountable.

Last month, the Department of Defense issued a report confirming that what American voters believe is right – U.S. manufacturing is crucial to national security. The report says that the department currently relies on China and other potential rival countries for essential materials to produce everything from steel armor plate to lithium ion batteries.

"The ability of the military to surge in response to an emergency depends on our nation's ability to produce needed parts and systems, healthy and secure supply chains, and a skilled U.S. workforce," the report states. "Not only is the manufactur-



Leo Gerard  
President, United Steelworkers

tration announced it was implementing steel and aluminum tariffs under Section 232 of the Trade Expansion Act of 1962, which gives the executive branch authority to investigate the effect of imports on national security and to take remedial action.

In the half year since these tariffs were imposed, both the steel and aluminum industries have revived, invested and created jobs.

Before the tariffs, a glut of illegally subsidized aluminum and steel dumped on the international market, mostly by China, forced down prices and killed off mills around the world that operated by

**"... Americans, even across party lines, believe that U.S. manufacturing is critical to maintaining national security. They also believe workers deserve better wages and countries that cheat or side-step trade commitments should be held accountable." - Leo Gerard, president, United Steelworkers**

ing sector the backbone of U.S. military technical advantage, but also a major contributor to the U.S. economy."

Both the AAM survey and the Defense Department's conclusions prove the labor movement was right when it advocated for years for robust yet strategic policies to support domestic manufacturing. Programs reinforcing manufacturing are popular, but more importantly, they are vital to America's basic survival.

Manufacturing is an economic generator. Every new manufacturing job supports 3.6 jobs in other sectors. Manufacturing also accounts for 60 percent of the country's exports and 12 percent of its GDP, according to the Defense report.

Over the past few decades, a swarm of malevolent elements has threatened industry, with some destructive enough to knock down entire limbs. NAFTA rolled through in the '90s and took with it 950,000 good-paying manufacturing jobs. Because of corporate-friendly provisions in NAFTA and U.S. tax policy, many factories moved from the United States to low-wage, high-pollution maquiladoras in Mexico.

The Defense report says events like these have led to several key vulnerabilities in the nation's defense-related manufacturing capabilities. Without major changes and investments in industry and its work force, America's security will be threatened, if it isn't already.

Washington has taken some steps in the right direction.

This past March, the Trump adminis-

market economy rules.

The low international price for aluminum, a result of the dumping, decimated the U.S. aluminum industry, one that is vital to America's military operations. The metal is found in a wide variety of munitions, from planes to Humvees.

Between 1998 and 2017, 18 U.S. aluminum smelters closed, leaving only five standing, and several of those operated at a limited capacity. In 2015, for example, one company, Century Aluminum, slowed production to 40 percent capacity at its Hawesville, Ky., smelter, cutting about 300 jobs. More than 8,000 American aluminum workers lost their jobs between 2003 and 2017.

Cut to today, and the contrast couldn't be more drastic.

When the 10 percent tariffs were imposed across the board on imported aluminum earlier this year, they provided a lifeline to long-struggling U.S. aluminum companies, ones that have always proven they can compete if there is a level playing field.

On June 14, Magnitude 7 Metals (M7M), a new company, reopened the former Noranda smelter in New Madrid, Mo., that had closed in 2016. M7M plans to create 450 new, family-supporting jobs.

M7M Chief Executive Officer Bob Prusak testified before the Commerce Department as it investigated the threat of imports to national security. He said tariffs were "nothing short of critical to get us up

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**Great Lakes Region:** Monte Burgett, vice president

**Gulf Coast Region:** Dean Corgey, vice president.

**Midwest Region:** Chad Partridge, vice president.







Several of the politicians who participated in the union-sponsored labor forums in the U.S. Virgin Islands are pictured on the dais.

## Union Hosts Labor Forums in U.S. Virgin Islands

A pair of recent UIW/SIU-sponsored labor forums in the U.S. Virgin Islands were dubbed overwhelming successes by UIW National Director Kate Hunt. Conducted Oct. 2 and Oct. 4 at Walkers by the Sea on St. Thomas and Reading Rainbow School on St. Croix, respectively, the meetings were well-attended by politicians, UIW members and the general public.

Designed to afford union members and residents an opportunity to scrutinize political candidates (gubernatorial candidates and territorial senators) who had survived their primaries ahead of the general elections, each of the events was three hours in duration and took the format of a question and answer session, with a professional moderator in charge of the proceedings. All questions from UIW members, as well as those from the general public, were compiled and given to the moderator prior to the start of each session.

Once the gatherings were underway, the moderator posed the questions to the candidates, each of whom then had up to three minutes to respond. Politicians from each of the territory's legislative districts (St. Croix, St. Thomas, and St. John) as well as USVI Governor Kenneth Mapp and his general election opponent all participated in the forums.

"Because of the overwhelming attendance on the part of candidates, we were not able to get all of our questions asked and answered," said Hunt. "We just flat ran out of time during both forums."

Hunt said that despite limited time, the forums still yielded many positive results. "Both forums were very professionally done and we made contact with all of the candidates and addressed the labor issues that were most important to us," she said. "We also followed up and thanked them all for coming. They were all very appreciative of the opportunity to participate in such an event. Personally, I'm pleased that they were attracted to something that was billed and advertised as a labor forum. To get that kind of turnout from them – and again, the governor came – was great. A couple hundred people came out to each event."

The forums' success notwithstanding, Hunt has no illusions with respect to the amount of work that still needs to be done if real and lasting improvements on the labor front are to be realized and sustained. "Going forward, there has to be a great deal of supplemental interactions with all of the candidates who attended the forums in order to keep things on track. Our follow-ups will be immediate with all of those who have won elections," she said. "But at least for now, they all know who we are and what our concerns are. We certainly have created a template to guide our actions in the future."

"We represent approximately 2,000 UIW members in the Virgin Islands," Hunt continued. "The majority of them work for the government; so, good relations with government officials is imperative since they rule on and control everything from wages, pensions, working conditions and more. So, establishing positive relationships with them and letting them know our concerns is vital."

Hunt pointed out that the union in recent years has encountered a series of labor-related challenges because of an executive order issued by Governor Mapp several years ago. "This order

basically put a moratorium on collective bargaining," she said. "So essentially, for the past several years, we've not even been able to sit at the table with them (government officials) to discuss our issues."

"That executive order made it clear to us (UIW leadership) how important it was to visit and establish a positive relationship with the politicians – especially the governor – and to put a face to the UIW and let them know who we are, who our members are and some of the challenges they are facing."

The labor forums were the result of a collaborative effort on the part of Hunt, other union officials and the staffs at UIW halls in the USVI. "It all came together a couple of months back when a union delegation visited incumbent senators to discuss the executive order," Hunt said. "After all, it was stymying our efforts to get our people pay raises they deserved."

"So, after visiting them, we came up with the idea of the forums," she continued. "Since they all would be up for reelection, why not get them all into a room and address the issues that were most important to us?"

Hunt said most of the senators indicated that they would be happy to meet with union members and the general public in such a setting. "I can't emphasize enough how essential political action in the Virgin Islands is, but still we did not want to ambush anybody," she explained. "We wanted them to know that we would have a very professional setting, not a got-cha kind of atmosphere."

Hunt commended all union officials and staff members in the islands for their efforts in making the forums come to fruition. "They all worked very, very hard calling all candidates and making sure all facets of our plan came together," she said.



UIW National Director Kate Hunt, left in photo above, poses with U.S. Virgin Islands Governor Kenneth Mapp during one of the recent union-sponsored labor forums in the Caribbean. The photo below shows some of those who turned out for the events.





# Raley Calls End to 35-Year Career

UIW member **Wayne Raley**, a bastion of maintenance at SIU/UIW Headquarters since 1983, recently surrendered his tool belt, lawnmower and numerous other mechanisms of his profession. He retired effective Nov. 30 following 35 year of dedicated service.

Born and raised in Clinton, Maryland, Raley is a 1980 graduate of Surrattsville High School. He migrated to his current domicile in Mechanicsville, Maryland in 1991 along with his parents, Tom and Eleanor; and siblings Debbie, Roger, and Diane.

"No one has been more loyal and dedicated than Wayne," said SIU/UIW Headquarters Building Manager Chuck Corbin, who directly supervised Raley for the past 10 years.

"There was never anything that I could have asked or expected of him that he did not deliver," Corbin continued. "During our time together, Wayne was the kind of worker that every supervisor dreams of having on his team. He was the type of person that you could call at 2 a.m. on the coldest day of the year, ask him to get in his car and come in and he'd be on his way."

"Hands down, Wayne is the most dedicated guy that I have worked with during my tenure here. I'm sure there were things which I asked him to do that he did not enjoy doing, but I never heard him complain and he definitely never said no. He's also one of the nicest guys you'd ever want to meet; he'd give you the shirt off his back if you asked for it. In addition, he was a great team player and a true union man through and through."

Corbin concluded, "Replacing Wayne will be a real challenge because there are not many people that can match his degree of dedication — coming in early and staying late and often on very short notice. Anyone can turn a wrench or cut grass, but few can wholly commit themselves to all the other things that are required in between in our profession. To simply say that Wayne will be missed would be a gross understatement."

Building maintenance team member Billy Hartnett also holds Raley in high regard. The pair worked alongside one another on a daily basis for nearly 20 years. Truth be told, they were virtually inseparable and could be likened to two peas in a pod. If you saw one, you almost always saw the other.

"I got lucky when I was afforded the opportunity to work with Wayne," Hartnett said. "I have worked with some great guys over the years, but none compare to him. I learned a lot from him because he was so knowledgeable in all facets of the maintenance function. Nothing seemed to faze him when it came to getting projects completed and we handled almost everything imaginable: cutting grass and landscaping, assembling and moving office furniture, installing carpet, repairing ceilings, replacing tile, upgrad-

ing bathrooms, running electrical wires and computer cable.... I could go on and on, but the bottom line is that Wayne could and did do it all."

"I'm really happy for him on his retirement, but still I hate to see him go," Hartnett concluded. "Not only was he a great coworker and teacher, he is one of my closest and dearest friends."

Raley began working for the union in August 1983. "I started as a security guard and moved on to maintenance about a year and a half later," he said. "I joined the UIW at that time and have been a member ever since."

Raley's father, a retired member of the Communications Workers of America, worked at SIU/UIW Headquarters when the facility was being built. "My dad worked here when they were putting this place up," Raley said. "He did the phone work and, in the process, met Tom Fay, who was the first building manager here."

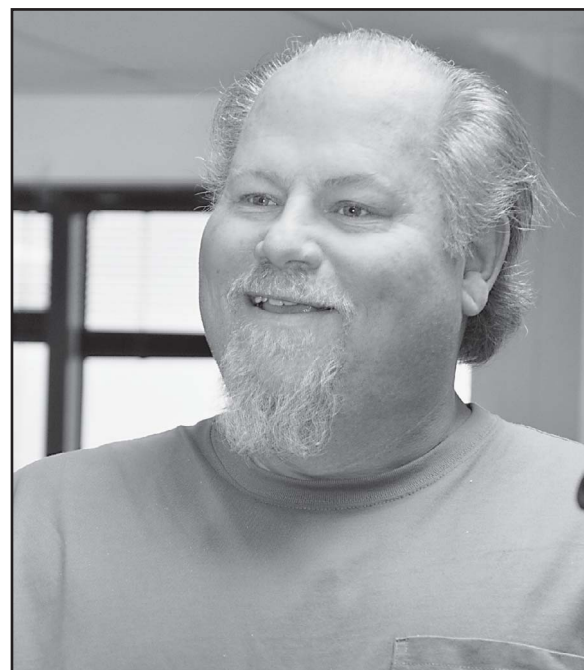
Fay informed the senior Raley that a security position was open and he passed the information along to his son. "So, I came down, applied, got the position and was hired by Mr. Fay," Raley said. "I did not have a job title when I first started working in building maintenance because I did a little bit of everything. You name it, I did it. I guess you could call me a maintenance do-all. I worked grounds, including cutting grass, as well as help maintain the exterior and interior of the building. I also filled in as needed in security and other areas; but the upkeep of the building was my primary duties."

"Every day presented a different set of challenges for me as well as my coworkers," Raley added. "Different things breaking down created their own unique set of challenges ... you just had to figure out how to fix it. I especially loved cutting the grass because going out there afforded me at least a couple of hours to ride, think about things ... spend quality time alone, so to speak."

Raley said the best part of his job "was the freedom of movement it gave me. I was never stuck at a desk like most people who work here."

In addition to Fay and Corbin, Raley's past supervisors included Wayne Johnson and Frank Eno. "They were all different in their own ways, they all taught me various things as I went along," Raley recalled. "Each of them expected a lot of me, but they all treated me fairly. Mr. Fay, my original boss was a good guy, but also a tough guy who taught me a lot. He was a very hard worker who kept us busy doing a variety of things when the building first opened. Wayne Johnson, my second boss was actually one of my coworkers for a long time. He was here when I started and we worked together for a long time. He taught me a lot of things as well."

"I've been working with Chuck Corbin and Billy Hartnett for about 12 years now and they both are terrific



Raley addresses employees at UIW/SIU Headquarters Nov. 30 during a farewell gathering in his honor.

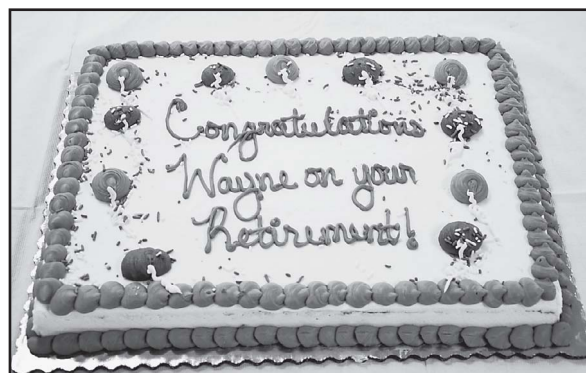
guys who I'll miss a great deal," he said.

Prior to launching his career at headquarters, Raley spent time in several other positions. "But working here was different," he said. "I really enjoyed being here. The pay and people, including our union officials, have always been great, to say nothing about being able to take leave days and regular vacations."

"A lot of places don't have these benefits," he said. "I have a lot of friends who work in the construction industry. They all work very hard, but when they take off, they don't get paid for it. And there are a lot of companies out there like that, so I think being in a union definitely is a good thing."

"The union looks out for you in so many ways," Raley concluded. "It provides you with job security, annual pay raises and great health and medical benefits. Now that I'm retiring, I've found out just how good the retirement plans actually are. This is something you never thought of when you were 22 years old; being 56 as I am makes everything a bit different."

Raley has no immediate retirement plans aside from taking care of a few personal projects which he has been putting off. "Since I'm now getting a little older, I definitely will not miss the 50-mile daily commute each way coming to work," he said. "Also, this winter will be the first in 35 years that I will not have to come in and shovel snow at work. That really will be different."



Raley (center in photo at left) joined his supervisor of more than 10 years, Chuck Corbin (left), and longtime co-worker Billy Hartnet, for this photo during his final day on the job. The photo above shows the cake which the union donated for Raley's retirement celebration.



## Worker Empowerment Could Stand in Balance

*Continued from Page 1*

median wage thereafter, and phasing out the tipped minimum wage and other subminimum wages. Given inflation expectations, \$15 in 2024 would be around \$13.00 in 2018 dollars, an appropriate level for the federal floor. The Raise the Wage Act

introduced during this Congress included all of these reforms. The House must work to pass similar legislation in the new Congress.

Workers should not be forced to sign away their rights as a condition of employment. The use of mandatory arbitration and collective and class action waivers—under which workers are forced to handle workplace disputes as individuals through arbitration, rather than being able to resolve these matters together in court—makes it more difficult for workers to enforce their rights. These agreements bar access to the courts for all types of employment-related claims, including those based on the Fair

Labor Standards Act, Title VII of the Civil Rights Act, and the Family Medical Leave Act. This means that a worker who is not paid fairly, discriminated against, or sexually harassed, is forced into a process that overwhelmingly favors the employer—and forced to manage this process alone, even though these issues are rarely confined to one single worker. Congress must act to ban mandatory arbitration agreements and class and collective action waivers. The Restoring Justice for Workers Act introduced during this Congress includes all of these reforms. The House should work to pass this important reform in the new Congress.



# Nation Must Seize Chance to Reinvigorate Manufacturing

Continued from Page 2

and running.”

In July, Alcoa restarted its idled smelter in Warrick, Ind., restoring 275 jobs at the facility, which had closed its aluminum pot lines in March of 2016.

After years of near collapse, Century Aluminum plans to invest \$150 million to return its Hawesville, Ky., smelter to full capacity. One production line resumed in August with 150 new workers. Ultimately 300 will be hired.

The sector is seeing its best days in decades, and the American economy is strong,

with unemployment levels near all-time lows. In fact, manufacturing jobs have increased in each month since the tariffs took effect, including in steel and aluminum-consuming industries like fabricated metal products, which added 7,000 jobs in June alone.

The tariffs are working. The administration was right to impose them – except for one thing.

Canada should have been exempted, just as Australia, Argentina, and Brazil were. Like the United States, Canada is a market economy and does not violate trade rules. U.S. and Canadian production lines are intertwined, with metals

produced in Canada shipped to the United States to make parts that are then sent to Canada for final assembly. In addition, the two countries are close allies sharing defense information through North American Aerospace Defense Command (NORAD) and the Five Eyes compact.

Canada is a partner, not a threat. The USW will continue fighting to free Canada from the tariffs, just as the union will continue fighting for further action to strengthen American manufacturing.

That is what America needs. And that is what Americans want.

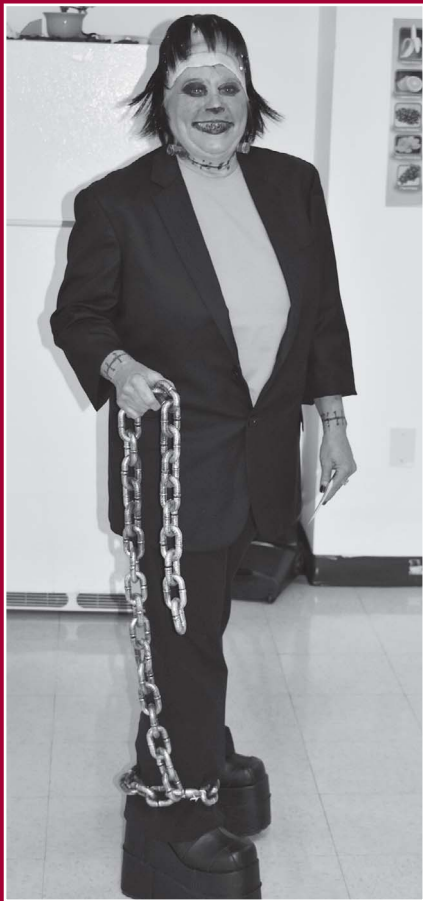
AAM’s survey reveals that wish, with 67 percent of voters saying that cheating

trade partners like China should be penalized and 80 percent saying the government should invest in technical education and apprenticeships. Seventy-one percent also believe it is time to establish a major national program to repair roads, bridges, and other infrastructure.

Actions like these would make America’s basic foundation stronger and help build on the long-overdue growth of manufacturing over the past few months.

It is a momentum that should not go to waste. It is one the Defense Department knows the nation cannot afford to waste.

## Assorted Characters Appear at UIW Job Sites During Halloween Costume Contests



Sandy McDonald  
Frankenstein  
First Place, UIW Headquarters



Tenisha Bittle  
Pregnant Pumpkin  
Second Place, UIW Headquarters



Eleven contestants donned their finest attire to participate in the 2018 iterations of the annual Halloween Costume Contests at UIW headquarters in Camp Springs and the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. Five competitors constituted the field at headquarters while six made up the Piney Point contingent. The headquarters group (photo above, from left) consisted of Tenisha Bittle (Pregnant Pumpkin), Sandy McDonald (Frankenstein), Pam Dutrow (Witch), Anneliese Sonon (Witch) and Mae Tavares (Queen). McDonald (photo at top left) claimed honors for the top costume at headquarters, while Bittle (photo at bottom left) finished second. Comprising the Piney Point contingent (photo below, from left) were: TiShawna Bush (Super Girl), Becky Howe (Hamburglar), Kim Busby (Fifty Shades of Grey), Kristen Eversberg (Hippy Chick), Aubrey Briggs (Voodoo Priestess) and Minette Clark (Rubber Ducky). Howe and Briggs were selected as the first and second place winners respectively while Eversberg claimed third. Assorted awards were provided to the winners at both locations by the Seafarers Health and Benefits Plan.





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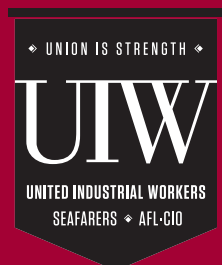
**ST. CROIX, USVI**  
4031 Estate La Grande Princess Suite 37  
Christiansted, USVI 00820  
(340) 773-6055

**ST. LOUIS, MO**  
4581 Gravois Ave. 63116  
(314) 752-6500

**ST. THOMAS, USVI**  
201-3A Altona & Welgunst  
Suite 101  
St. Thomas, USVI 00802  
(340) 774-3895

**TACOMA, WA**  
3411 S. Union Ave. 98409  
(253) 272-7774

**WILMINGTON, CA**  
510 N. Broad Ave. 90444  
(310) 549-3920



## Beck Notice

### Notice to Employees Covered by Union Agreements Regulated Under the National Labor Relations Act

The United Industrial, Service, Transportation, Professional and Government Workers of North America (UIW) assists employees by representing them in all aspects of their employment and work with various industries in job sites throughout North America and the United States Virgin Islands. For the most part, the union spends a majority of its financial resources on collective bargaining activity and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities and community services. All of these services advance the interests of the union and its membership.

This annual notice is required by law and is sent to advise employees represented by the United Industrial Workers about their rights and obligations concerning payment of union dues. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It will also provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information, you will be able to make an informed decision about your status with the United Industrial Workers.

**1. Benefits of union membership** - While non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits and opportunities available to a member of the United Industrial Workers are the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and participate in contract ratification and strike votes. Members may also play a role in the development and formulation of union policies.

**2. Cost of union membership** - Dues for UIW members are based upon an employee's hourly wage. Individuals pay two (2) times the UIW member's hourly wage with a \$20.00 (twenty dollar) minimum, and the payment is generally done through payroll deductions during the first pay period of each month.

**3. Agency fee payors** - Employees who choose not to become union members may become agency fee payors. As a condition of employment, in

States which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include, but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses required as a result of community service, legislative activities and political affairs.

**4. Amount of agency fee** - As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2017 calendar year, the fee cost associated with this representation amounts to 96.29 percent of the dues amount an employee would pay for that year.

As a result, this would be the percentage applied to the agency fee calculation for the 2018 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2018 and November 30, 2019 will have this calculation applied to their 2018 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2019, your objection must be received by December 1, 2019.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this report free of charge by writing to: Secretary-Treasurer, United Industrial Workers, 5201 Auth Way, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2017.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this

option each year by filing an objection in accordance with the procedure noted below.

**5. Filing of objections** - If you choose to object to paying dues, an objection must be filed annually. To receive the deduction beginning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year, however the reduction will only apply prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to Agency Fee Payor Objection Administration, Secretary-Treasurer's Office, United Industrial Workers, 5201 Auth Way, Camp Springs, MD 20746.

**6. Filing a challenge** - Upon receiving this notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the secretary-treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection.

**7. Appeal procedure** - Upon receiving the challenge at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will be either in writing or at a hearing. The method of the arbitration will be determined by the arbitrator. If a hearing is held, any objector who does not wish to attend may submit his/her views in writing by the date of the hearing.

If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received.

The costs of the arbitration shall be borne by the union. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations.

The UIW works very hard to ensure that all of its members receive the best representation possible. On behalf of all the UIW officers and employees, I would like to thank you for your continuing support.

Sincerely  
David Heindel  
Secretary-Treasurer

### Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting and Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

#### Union Member Rights

**Bill of Rights** - Union Members Have:

- Equal rights to participate in union activities.
- Freedom of speech and assembly.
- Voice in setting rates of dues, fees and assessments.
- Protection of the right to sue.
- Safeguards against improper discipline.

#### Copies of Collective Bargaining Agreements:

Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports:** Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officer Elections:** Union Members Have The Right To:

- Nominate candidates for office
- Run for office.
- Cast a secret ballot.
- Protest the conduct of an election.

Officer Removal: Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships:** Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline:** A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence:** No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

#### Union Officer Responsibilities

**Financial Safeguards:** Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding:** Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports:** Union Officers Must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Retain the records necessary to verify the reports for at least five years.

**Officer Reports:** Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections:** Unions Must:

■ Hold elections of officers of local unions by secret ballot at least every three years.

■ Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.

■ Mail a notice of election to every member at least 15 days prior to the election.

■ Comply with a candidate's request to distribute campaign material.

■ Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

■ Permit candidates to have election observers.

■ Allow candidates to inspect the union's membership list once within 30 days prior to the election.

**Restrictions on Holding Office:** A person convicted of certain crimes may not serve as a union officer, employee or other representative of a union for up to 13 years.

**Loans:** A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines:** A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

*Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at [www.dol.gov](http://www.dol.gov)*

# Cigarette Smoking Among U.S. Adults Reaches Lowest Point Ever Recorded

Cigarette smoking has reached the lowest level ever recorded among U.S. adults, according to new data published by the Centers for Disease Control and Prevention (CDC), the Food and Drug Administration (FDA), and the National Institutes of Health's National Cancer Institute (NCI). Still, about 47 million (1 in 5) U.S. adults used a tobacco product in 2017, and they used a variety of smoked, smokeless, and electronic tobacco products.

An estimated 14 percent of U.S. adults (34 million) were current ("every day" or "some day") cigarette smokers in 2017—down from 15.5 in 2016—a 67 percent decline since 1965. A particularly notable decline occurred among young adults between 2016 and 2017: about 10 percent of young adults aged 18 to 24 years smoked cigarettes in 2017, down from 13 percent in 2016.

"This new all-time low in cigarette smoking among U.S. adults is a tremendous public health accomplishment—and it demonstrates the importance of continued proven strategies to reduce smoking," said CDC Director Robert Redfield. "Despite this progress, work remains to reduce the harmful health effects of tobacco use."

Data from the 2017 National Health Interview Survey (NHIS), released in today's *Morbidity and Mortality Weekly Report (MMWR)*, describe the range and scale of tobacco-product use among U.S. adults. These products include cigarettes, cigars, e-cigarettes, hookah/water pipes/pipes, and smokeless tobacco. The survey has been used to assess current cigarette smoking among U.S. adults since 1965, but ongoing surveillance of other tobacco products began more recently.

The tobacco product landscape has changed in recent years to include newly developed products. In 2017, cigarettes were the most commonly used product (14 percent) among U.S. adults, followed by cigars, cigarillos, or filtered little cigars (3.8 percent); e-cigarettes (2.8 percent); smokeless tobacco (2.1 percent); and pipes, water pipes, or hookahs (1 percent). Of the 47 million adults who currently use any tobacco products, about 9 million (19 percent) reported use of two or more tobacco products. The



most common tobacco product combinations were cigarettes and e-cigarettes.

By subgroups, use of any tobacco product was highest among:

- People with a General Education Development (GED) certificate (42.6%).
- People who were uninsured (31.0%), insured by Medicaid (28.2%), or received some other public insurance (26.8%).
- Non-Hispanic American Indian/Alaska Native (29.8%), multiracial (27.4%), white (21.4%), or black adults (20.1%).
- Lesbian, gay, or bisexual adults (27.3%).
- People with an annual household income under \$35,000 (26.0%).
- People living with a disability (25.0%).
- Adults living in the Midwest (23.5%) or the South (20.8%).
- People divorced, separated, or widowed (23.1%), or people who were single, never married, or not living with a partner (21.0%).

Among adults who reported serious psychological distress, about 2 in 5 adults (40.8 percent) used any tobacco product—one of the most marked disparities in tobacco use—compared with about 1 in 5 (18.5 percent) of those without serious psychological distress.

"For more than half a century, cigarette smoking has been the leading cause of cancer mortality in the United States. Eliminating smoking in America would, over time, eliminate about one-third of all cancer deaths," said NCI Director

Norman E. Sharpless, MD, "The persistent disparities in adult smoking prevalence described in this report emphasize the need for further research to accelerate reductions in tobacco use among all Americans."

Full implementation of comprehensive tobacco control programs at the national, state, and local levels can accelerate progress toward reducing tobacco-related death and disease in the United States. Such strategies and interventions include CDC's *Tips From Former Smokers*® campaign, the FDA's "Every Try Counts" campaign, and NCI's Smokefree.gov and toll-free national quitline (1-800-QUIT-NOW). These coordinated efforts, in combination with strategies that address the diversity of tobacco products, can reduce tobacco-related disease and death in the United States.

"The continued drop in adult smoking rates to historic lows is encouraging and the FDA is committed to accelerating declines in smoking and shifting the trajectory of tobacco-related disease and death through our comprehensive approach to tobacco and nicotine regulation," said FDA Commissioner Scott Gottlieb, MD. "We've taken new steps to ultimately render combustible cigarettes minimally or non-addictive and to advance a framework to encourage innovation of potentially less harmful products such as e-cigarettes for adults who still seek access to nicotine, as well as support the development of novel nicotine replacement drug therapies. At the same time we're also working to protect kids from the dangers of tobacco product use, including e-cigarettes."

Cigarette smoking remains the leading preventable cause of death and disease in the United States, and is responsible for the overwhelming burden of death and disease from tobacco use. Cigarette smoking kills an estimated 480,000 Americans each year, and about 16 million Americans suffer from a smoking-related illness. However, no form of tobacco use is risk-free. For more information or for free help quitting, call 1-800-QUIT-NOW or go to <https://smokefree.gov/>.

## UIW Pensioners

**Lynn Banks**  
National Optical  
Millsboro, Delaware

**Bertha Castaneda**  
Save The Queen  
Skokie, Illinois

**Larry Curlee**  
Crown Cork & Seal  
Willis, Texas

**Mark Doncheski**  
Paulsen Wire Rope  
Danville, Pennsylvania

**Mary Francis**  
Paraflex Corporation  
Highlands, Texas

**Macario Gonzales**  
Crown Cork & Seal  
Abilene, Texas

**Ross Harrison**  
Kingsford Products  
Pittsburgh, Pennsylvania

**Claireann Kalenkoski**  
A&E Products  
Arcadia, Wisconsin

**Crescenciano Mejia**  
Save The Queen  
Hawaiian Gardens, California

**Thomas Pinckard**  
Crown Cork & Seal  
Conroe, Texas

**Linda Sciascia**  
A&E Products  
Sunbury, Pennsylvania

**Pamela Smiles**  
Church & Dwight  
Grove City, Ohio

## Gone But Not Forgotten

### GARY FRALEY

Pensioner Gary Fraley, 69, passed away August 19. Brother Fraley joined the UIW in 1978 while working at Church & Dwight. Born in Sandy Hook, Ohio, he retired in 1999. Brother Fraley resided in his native state in the city of Troy.

### NAOMI HARTLEY

Pensioner Naomi Hartley, 85, died October 26. Born in New Jersey, Sister Hartley signed on with the UIW in 1966 while working at Emerson Manufacturing Co. She went on pension in 1997 and resided in her native state in the Mt. Ephraim Borough.

### MARTHA LAMMONS

Pensioner Martha Lammons, 76, passed away September 1. Born in Chalk, Texas, Sister Lammons signed on with the UIW in 1982 while employed at Crown Cork & Seal. She began receiving retirement stipends in 2005. Sister Lammons was a resident of Abilene, Texas.

### THERON MURPHY

Pensioner Theron Murphy, 74, died

September 19. Brother Murphy joined the union in 1968 while employed at A. Samuelson, Inc. A native of South Carolina, he started receiving retirement stipends in 1991. Brother Murphy was a resident of Schwenksville, Pennsylvania.

### CHESTER NAPPER

Pensioner Chester Napper, 62, passed away October 14. Brother Napper came under the union umbrella in 1977 while working at Church & Dwight. He went on pension in 2016. Brother Napper was born in Columbus, Ohio, and made his home in London, Ohio.

### WALTER POTTER

Pensioner Walter Potter, 91, died September 7. Born in Philadelphia, Brother Potter was a U.S. Military veteran. He donned the union colors in 1964 while employed at National Fiberstock. Brother Potter began receiving stipends for his retirement in 1990. He made his home in his native state and city.

### JOHN RILEY

Pensioner John Riley, 77, passed away August 17. Brother Riley hailed from Pennsylvania and signed on with the union in 1980. He spent his entire union career working at Colonial Beef. Brother Riley retired in 1995 and made his home in Philadelphia.

### RUSSELL SCURRY

Pensioner Russell Scurry, 73, died July 30. A native of Pennsylvania, Brother Scurry came under the union umbrella in 1986 while working at Franklin International. He began receiving stipends for his retirement in 2003 and made his home in Columbus, Ohio.

### ELWANDA SHERMAN

Pensioner Elwanda Sherman, 94, passed away September 2. Sister Sherman joined the UIW in 1978 while working at Crown Cork & Seal. She called an end to her career in 1993 and went on pension. Sister Sherman made her home in Granbury, Texas.

### RAYMOND SIMPSON

Pensioner Raymond Simpson, 81, died September 12. A military veteran, Brother Simpson was born in Shamokin, Pennsylvania. Brother Simpson came under the union umbrella in 1964 while working at Paulsen Wire Rope. He began receiving retirement stipends in 1993. Brother Simpson resided in his native state in the city of Jackson.

### CAROL STEINER

Pensioner Carol Steiner, 85, passed away August 4. Born in Springfield, Ohio, Sister Steiner joined the UIW in 1970 while working at Church & Dwight. She went on pension in 1995. Sister Steiner resided in her native state and city.

### TERESA TORRES

Sister Teresa Torres, 63, died May 6. She became a union member in 2003 while employed at Del Monte. Sister Torres made her home in Compton, California.





# Influenza Vaccine Reduces Risk of Flu Hospitalization for Pregnant Women

Over the course of six flu seasons, getting a flu shot reduced a pregnant woman's risk of being hospitalized from flu by an average of 40 percent.

The findings come from a multi-country, Centers for Disease Control (CDC) co-authored study published October 11 in *Clinical Infectious Diseases*, a peer-reviewed medical journal published by Oxford University Press. This is the first study to show vaccination protected pregnant women against flu-associated hospitalization. Previous studies have shown that a flu shot can reduce a pregnant woman's risk of flu illness.

CDC officials recommend that pregnant women get a flu shot because they are at high risk of developing serious flu illness, including illness resulting in hospitalization.

"Expecting mothers face a number of threats to their health and the health of their baby during pregnancy, and getting the flu is one of them," explained Allison Naleway, Ph.D, a study co-author from the Kaiser Permanente Center for Health Research. "This

study's findings underscore the fact that there is a simple, yet impactful way to reduce the possibility of complications from flu during pregnancy: get a flu shot."

For this study, the CDC partnered with a number of other public health agencies and health care systems in Australia, Canada, Israel, and the United States through the Pregnancy Influenza Vaccine Effectiveness Network, which consists of health care systems with integrated laboratory, medical, and vaccination records. Sites retrospectively examined medical records of more than two million women who were pregnant from 2010 through 2016 to identify those who were hospitalized with laboratory-confirmed flu.

Key findings from the study suggests:

- More than 80 percent of pregnancies overlapped with flu season, underscoring the likelihood that pregnant women will be exposed to flu at some point during their pregnancy.

- Flu vaccine was equally protective for pregnant women with underlying medical problems such as asthma

and diabetes, which also increase the risk of serious medical complications including a worsening of those chronic conditions.

- Flu vaccine was equally protective for women during all three trimesters.

Flu illness can range from mild to severe, but it presents a heightened risk for pregnant women who undergo changes to their immune system, heart, and lungs. These changes make them more prone to severe illness from flu throughout their pregnancy and for two weeks after pregnancy.

These findings underscore the importance of ongoing efforts by CDC and other public health agencies and partners to promote influenza vaccination during pregnancy. During recent seasons in the United States, only about half of pregnant women report getting a flu shot (pregnant women should not get the nasal spray vaccine.)

"Our study found that flu vaccination worked equally well for women in any trimester and even reduced the risk of being sick with influenza during delivery," said Mark Thompson, Ph.D., a

study coauthor and epidemiologist with CDC's Influenza Division.

Other studies have shown that in addition to helping to protect the pregnant woman, a flu vaccine given during pregnancy helps protect the baby from flu infection for several months after birth, before he or she is old enough to be vaccinated themselves. Flu shots have been given to millions of pregnant women over many years with a good safety record. CDC and ACIP recommend that pregnant women get vaccinated during any trimester of their pregnancy. Learn More information about flu vaccination in pregnant women is available at <https://www.cdc.gov/flu/protect/vaccine/pregnant.htm>.

The CDC works 24/7 protecting America's health, safety and security. Whether disease start at home or abroad, are curable or preventable, chronic or acute, or from human activity or deliberate attack, CDC responds to America's most pressing health threats. CDC is headquartered in Atlanta and has experts located throughout the United States and the world.

## Employees Receive Flu Shots at Headquarters, Piney Point



Brittanie Potter, an SIU executive secretary, receives an influenza injection October 3 at UIW Headquarters in Camp Springs, Maryland from Tayo Akada. Akada is a Walgreens Drug Store pharmacist. In addition to Potter, 47 other UIW Headquarters employees received the vaccine. One day later on October 4, flu shots were administered to 38 UIW/SIU employees at the union affiliated Paul Hall Center in Piney Point, Maryland. All shots were provided at no cost to employees through CIGNA under a program put in place by Teresa Zelko. Zelko is benefits director for both the Seafarers Officers and Employees Welfare Plan and the Seafarers Officers and Employees Pension Plan.