Official Publication of the United Industrial, Service, Transportation, Professional & Government Workers of North America ■ SEAFARERS INTERNATIONAL UNION ■ AFL-CIO

# The United Worker

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# UIW Perseveres During Pandemic

While hundreds of thousands of their brothers and sisters represented by other unions across the country were hit hard during shutdowns and state issued stay-at-home orders resulting from the Coronavirus Pandemic, UIW members so far have escaped relatively unscathed.

"The UIW really is a rare union success story during the Corona Pandemic," said UIW National Director Karen Horton-Gennette. "Thousands of union members throughout the United States have taken pay cuts and/or lost their jobs completely.

"Some unions literally are fighting for their very survival," she continued. "Thankfully, we are not among their ranks.

"I'd like to think that our continued success during these difficult times are the direct result of several key factors," Horton-Gennette said. "They include the tremendous working relationship that we have with our contracted-companies, the dedication of our members and the quality of work which they produce, and finally the first-rate collective bargaining agreements under which they work."

Aside from the Long Beach, California-based Queen Mary Hotel which employs more than 380 UIW members, only four other union job sites were affected, according to Horton-Gennette. "These included Hollywood Casino Dayton Raceway (Ohio), Hollywood Casino Kansas Speedway (Kansas), Hollywood Casino Perryville (Maryland), and Soda Rental in Philadelphia," she said. "Approximately 78 security guards at the three casinos combined and 11 workers at Soda Rental were laid off. The Soda Rental workers have since returned to work. No other UIW worksite in the states or in the U.S. Virgin Islands so far have been significantly impacted where job loss is concerned.

"Our bargaining unit is responsible for nearly 5500 members," Horton-Gennette continued. "And while it is unfortunate that even one of our members lost their position, we still are extremely fortunate because so far, only a small percentage of our entire bargaining unit has been impacted.

"Despite the health risks, our members have continued to work hard and provide essential goods and services to our contracted companies' customers," she concluded. "I'd like to thank the entire membership for their dedication, hard work and sacrifice. I am proud to be amongst this membership."

According to spokes people from Urban Commons, the firm that operates the city-owned Queen Mary, the ship – due to the statewide stay-at-home order to prevent the further spread of the coronavirus – on May 6 suspended operations indefinitely.

"UIW Employees had their hours reduced to zero hours in the middle of March," said UIW Rep Laura Lopez, who routinely services union members at the Queen Mary. "For some, this went into effect March 16, while for others it happened March 22.

"The company continued health insurance and paying the employer portion of the premium," she added. "The current

See ***UIW Members***, *Page 6*

The UIW-contracted Queen Mary, the famous ocean liner-turned-luxury hotel sits permanently moored at the port of Long Beach, California. The ship, which employs more than 380 UIW members, serves as a tourist attraction featuring restaurants, a museum and a hotel. Due to the statewide stay-at-home order to prevent the further spread of the coronavirus, the hotel on May 6 suspended operations indefinitely. (Photo courtesy of Queen Mary)

## Federation Sues OSHA

### *Worker Safety at Issue*

The AFL-CIO on May 18 filed a petition for a writ of mandamus in the U.S. Court of Appeals to compel the Occupational Safety and Health Administration (OSHA) to issue an emergency temporary standard (ETS) protecting U.S. workers against the coronavirus.

The petition demonstrates that thousands of workers have been infected on the job through expo-

*See **OSHA**, Page 3*

## *AFL-CIO Endorses Joe Biden for President*

The General Board of the 12.5 million-member, 55-union AFL-CIO (to which the UIW is affiliated) on March 26 voted to endorse Joe Biden for president of the United States. Over the past year, working people have engaged in a comprehensive process to ensure our voices are heard and we play a prominent role in shaping the change in direction our country needs.

"Joe Biden is a lifelong supporter of workers and has fought his entire career for living wages, health care, retirement security and civil rights," said AFL-CIO President Richard Trumka. "Our members know Joe has done everything he could to create a fairer process for forming and joining a union, and he is ready to fight with us to restore faith in America and improve the lives of all working people."

Over the next five months, the labor movement will draw a clear contrast between Biden and President Donald Trump. Trump's record of slashing rules designed to protect us on the job, cutting workplace health and safety inspectors to their lowest level in history, and taking away overtime pay from millions of workers are just a few ways working people have been hurt by the current administration. Worse yet, America's working families and communities are suffering because of Trump's delinquent, delayed, disorganized and deadly response to the coronavirus.

"Working people have responded to COVID-19 with passion and dedication, even as our federal government falls down on the job," Trumka said. "Just imagine what we can accomplish with an ally in the White House."

The labor movement is mobilizing across the country, in every city, state and community to ensure our message is heard loud and clear. While the methods may look a little different in the face of COVID-19, our program will continue its massive reach through virtual phone banks, peer-to-peer texting, digital actions and, as always, union member-to-union member conversations.

"The path to the presidency runs through the labor movement," Trumka concluded. "And with the full force and unmatched reach of our political program, we are ready to pave that road for our friend Joe Biden."

# From the President

## Opportunity for Justice

For those of us in the labor movement, or, really, for anyone familiar with our work, the awful irony was impossible to miss. Vandals extensively damaged the lobby and other first-floor areas of the AFL-CIO headquarters building late on May 31. They broke windows and doors and set fires in the facility as other individuals engaged in peaceful, legitimate demonstrations in the nation's capital (and across the country).

Michael Sacco

For those who don't know, the AFL-CIO building is across from the White House.

Ultimately, as AFL-CIO President Richard Trumka said, the building itself is just that – a building. Thankfully, no one was inside at the time, and the sprinkler system at least limited the damage, which nevertheless was extensive.

The irony, of course, is that the federation and its affiliates, including the UIW's parent organization, the SIU, have long been on the front lines of the fight for racial justice – not just when it comes to law enforcement, but also for economic equality. Unions typically have higher percentages of minorities in their memberships than the general public. The gains we've secured throughout the decades have helped union and unrepresented workers alike, but for those who enjoy the benefits of membership, we focus not on race but on the "black and white" written in the contract.

Many, many years ago, the SIU was segregated. I am not blind to the racism that existed in the labor movement in general, either. Thankfully, we turned the corner within our ranks a long time ago. It's certainly possible to cherry-pick examples of current individual discrimination, but on the whole, organized labor has been and remains at the forefront of this fight.

While we're on the subject, let's get a couple of things straight. When someone says, "Black Lives Matter," they are not saying other lives don't matter. And kneeling to call attention to a problem doesn't mean standing against the flag.

We all saw the video of George Floyd being soffocated by a police officer – a sickening sight that ultimately resulted in Floyd's death. It's not an isolated example, and it called attention to a longstanding problem in a way that cannot and must not be avoided.

But that's not the only struggle faced by our African-American brothers and sisters. I'm not sure how widely known this is, but historically, black workers have faced unemployment rates twice as high as those of their white counterparts. And from what I've read, the statistics can't be explained away by differences in levels of education. At every level of education, the black unemployment rate is significantly higher than the white unemployment rate, even for those workers with college or advanced degrees.

Outside the labor movement, there are also, to this day, significant wage gaps between white and black workers. No matter how you slice the data, that's the reality.

Here's some more reality: Almost all police officers are decent people doing their best in a difficult job. Most people aren't racists, and, as we saw with the AFL-CIO building, there are those who want to create trouble.

But we still live in a world divided in many ways by color lines. To build a different, better economy and better way of life, we need power that can only come from solidarity – and solidarity has to start with having all our voices be heard. We should begin by acknowledging our own shortcomings and honestly addressing issues that are faced by the communities in which our members live – both the problems and the solutions. We have to find a way to see with each other's eyes.

As with any longstanding problem, there isn't an overnight solution here. But I'm confident in our country, our movement, our union. Let's keep the lines of communication and dialogue open and let's work – together – for meaningful change.


UNION IS STRENGTH
UIW
UNITED INDUSTRIAL WORKERS
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The United Worker

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# AFL-CIO Building Set Ablaze During Protests, Federation President Issues Statement

*Editor's note: The AFL-CIO's Headquarter Building in Washington, D.C. was set ablaze May 31 during protests following the May 25 death of George Floyd in Minneapolis. The fire was confined to a relatively small area of the facility's lobby and no injuries were reported. Following is the statement issued by AFL-CIO President Richard Trumka in the wake of the incident.*

My heart is heavy at the events of the past few days. I watched the video of George Floyd pleading for his life under the knee of a Minneapolis police officer. No person of conscience can hear Floyd's cries for help and not understand that something is deeply wrong in America.

What happened to George Floyd, what happened to Ahmaud Arbery, what happened to far too many unarmed people of color has happened for centuries. The difference is now we have cell phones. It's there for all of us to see. And we can't turn our heads and look away because we feel uncomfortable.

Racism plays an insidious role in the daily lives of all working people of color. This is a labor issue because it is a workplace issue. It is a community issue, and unions are the community. We must and will continue to fight for reforms in policing and to address issues of racial and economic inequality.

We categorically reject those on the fringes who are engaging in violence and destroying property. Attacks like the one on the AFL-CIO headquarters are senseless, disgraceful and only play into the hands of those who have oppressed workers of color for generations and detract from the peaceful, passionate protesters who are rightly bringing issues of racism to the forefront.

But in the end, the labor movement is not a building. We are a living collection of working people who will never stop fighting for economic, social and racial justice. We are united unequivocally against the forces of hate who seek to divide this nation for their own personal and political gain at our expense.

We will clean up the glass, sweep away the ashes and keep doing our part to bring a better day out of this hour of darkness and despair.

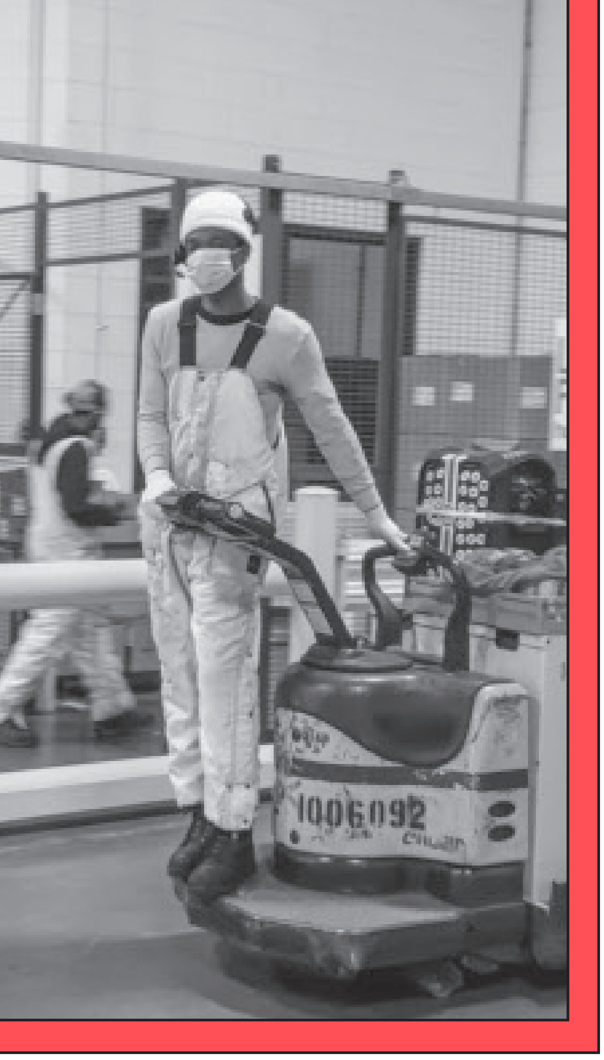
Today and always, the important work of the AFL-CIO continues unabated.

## VP Services Worksite in U.S. Virgin Islands


UIW VP Caribbean Region Eugene Irish recently serviced members at the St. Croix Education Complex who were working at the height of the COVID-19 Pandemic to provide meals to students. In addition to hearing employee concerns and bringing them up to date on the latest issues affecting the union, Irish's visit had another, more humanitarian purpose. He delivered water to union members of the kitchen staff and others who work at the complex. Irish is pictured aleft in the photo above. With him is Ms. Beatrice Jonas, a custodian at the complex whose coworkers also needed water.

## *Worker Safety Paramount at UIW-Contracted Kroger*




A member of an on-site medical service (right) conducts a COVID-19 temperature check on a union member (left) as he arrives for work at the UIW-contracted Kroger Warehouse in Columbus, Ohio. In addition to daily temperature checks (remaining photos), each of the approximately 530 UIW members at the facility must wear masks and other personal protective equipment while at work. Other measures enacted by the company to prevent the spread of the virus include staggered breaktimes, the implementation of extreme sanitation measures in common areas and modifications to facility entrances and exits so that on- and off-going shifts do not cross paths. In addition to these health safety measures, the company for a period of time, awarded its workforce $300 appreciation bonuses and $2 per hour appreciation wage hikes. According to UIW VP Great Lakes Region Monte Burgett, all other UIW-contracted companies in the Columbus area also enacted similar appreciation incentives. Kroger has gained notoriety in the Columbus-area media for continuing to hire during the pandemic. (Photos courtesy of Kroger)

# OSHA Finds Itself in Crosshairs Of Labor on Worker Safety Issue

*Continued from Page 1*

sure to infected patients, co-workers and unscreened members of the public. As the economy reopens and people return to work, person-to-person contact will increase and health experts predict the already shocking number of infections and deaths among workers will rise.

"It's truly a sad day in America when working people must sue the organization tasked with protecting our health and safety," said AFL-CIO President Richard Trumka. "But we've been left no choice. Millions are infected and nearly 90,000 have died, so it's beyond urgent that action is taken to protect workers who risk our lives daily to respond to this public health emergency. If the Trump administration refuses to act, we must compel them to."

Even with overwhelming evidence that additional protection is needed, Secretary of Labor Eugene Scalia has been unwilling to fulfill the duties Congress entrusted him with. In response to a letter from Trumka demanding OSHA action, Scalia on April 30 stated that a mandatory standard specifically addressing the grave risk posed by the virus was not necessary.

"OSHA was intended to be that vehicle to protect workers, yet it is not. The dozens of OSHA complaints across the country we have filed have been met by silence as the Trump administration refuses to do its job to enforce a safe workplace standard," said American Federation of Teachers President Randi Weingarten. "And this has had a huge effect: Our members are getting sick and dying—we have lost more than 160 members including public employees, health care workers and educators to COVID-19, many of which could have been prevented if they had been provided the proper protections. Health care and other essential workers can't simply rely on their union buying them PPE, as we have done, or the gratitude of strangers. This action is needed to get the Trump administration to do its job."

The AFL-CIO and several of its affiliated unions have pursued worker protections for years, petitioning OSHA to adopt a general infectious disease standard as early as 2009 in the wake of SARS and other threatened pandemics, and the agency initiated rule-making procedures but never issued a standard. The Trump administration abandoned the standard-making process once taking office in January 2017. OSHA has a duty to issue an ETS when it finds there is a grave danger to working people and that a standard is necessary to protect them. It is clear that now is the time for the agency tasked with protecting workers to do its job.

The AFL-CIO, together with 23 national unions, petitioned OSHA to issue an ETS on March 6, and National Nurses United did so March 4. To date, OSHA has taken no action on the petitions.


# Members Distribute School Meals in USVI

More than 100 UIW and SIU members, hailing predominantely from the Department of Education School Lunch Division and complemented by Maintenance Department volunteers, mobilized March 17 - June 4 to prepare and distribute school meals (breakfasts and lunches) to students in the St. Thomas and St. John School Districts, U.S. Virgin Islands.

According to UIW Rep Kevin Challenger, the mobilization was in response to the recently enacted Families First Coronavirus Response Act and several other pieces of legislation that are designed to make it easier for students to access food, including those typically served by schools during times of disaster or local/national health emergency. The COVID-19 virus arrived in the territory in April, forcing the closure of schools in order to protect the health and safety of students, staff, parents and the community at large.

Cooks and food service workers prepared and packaged the meals at the following locations: Ulla Muller Elementary School, Bertha C. Boschulte Middle School, Charlotte Amalie High School, and Julius E. Sprauve School. The meals were then stored into coolers, loaded aboard vans and busses and transported to designated locations for distribution. These sites included Alvin McBean Ball Park, Anna's Retreat Community Center, Bordeaux Basketball Court, Contant Knolls Community Center, Estate Bovoni Community Center.

All meals were distributed on a grab-and-go basis and strict COVID-19 prevention protocols were observed and practiced. The meals were placed on tables covered by tents. Parents/ students were then allowed to retrieve them, all the while maintaining established 6-foot social distancing standards. During the five-day period, more than 100 meals were prepared and distributed daily to community members, according to Challenger.

"It was a humbling experience working with our members," he said. "Loading and offloading the vans and buses with extremely heavy ice coolers of food and drinks in harsh working conditions is no small feat. The ice coolers were extremely heavy for the ladies to lift on and off these buses; at the end of the day, some left with assorted physical aches and pains. Thankfully, volunteers from our maintenance division pitched in and gave us a hand whenever their work-loads permitted them to do so.

"I applaud the efforts of everyone who participated in this endeavor, Challenger concluded. "Their endurance and dedication were second to none and are worthy of the admiration of all UIW members."

Meal preparation and distribution was a demanding task. Clockwise from the top left, maintenance department members assist food service in the loading of meals aboard vans and buses. Each of the huge coolers shown in these photos contained more than100 meals. Once transported to designated locations, they were unloaded and staged on tent-covered tables and distributed to members of the community. In this photo, food service workers man a distribution station at Smith Bay Ball Park.

# Annual Funding Notice United Industrial Workers Pension Plan

**Introduction**

This notice includes important information about the funding status of your multiemployer pension plan (the "Plan"). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation ("PBGC"), a federal insurance agency. All traditional pension plans (called "defined benefit pension plans") must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2019 and ending December 31, 2019 ("Plan Year").

**How Well Funded Is Your Plan**

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the "funded percentage." The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan's funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan's assets and liabilities for the same period.

**Funded Percentage**

| | **2019** | **2018** | **2017** |
|---|---|---|---|
| Valuation Date | January 1, 2019 | January 1, 2018 | January 1, 2017 |
| Funded Percentage | 107.1% | 111.8% | 107.2% |
| Value of Assets | $109,390,830 | $115,653,618 | $106,725,574 |
| Value of Liabilities | $102,181,654 | $103,413,784 | $99,548,624 |

**Year-End Fair Market Value of Assets**

The asset values in the chart above are measured as of the Valuation Date. They also are "actuarial values." Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan's funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan's assets for each of the two preceding plan years.

The December 31, 2019 fair value of assets disclosed below is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress.

| | **December 31, 2019** | **December 31, 2018** | **December31, 2017** |
|---|---|---|---|
| Fair Market Value of Assets | $122,780,000 | $109,390,830 | $115,653,618 |

**Endangered, Critical, or Critical and Declining Status**

Under federal pension law, a plan generally is in "endangered" status if its funded percentage is less than 80 percent. A plan is in "critical" status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in "critical and declining" status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

**The Plan was not in endangered, critical, or critical and declining status in the Plan Year.** If the plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2020, separate notification of the status has or will be provided.

**Participant Information**

The total number of participants and beneficiaries covered by the plan on the valuation date was 3,581. Of this number, 1,197 were current employees, 1,004 were retired and receiving benefits, and 1,380 were retired or no longer working for the employer and have a right to future benefits.

**Funding & Investment Policies**

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to provide benefits from contributions by signatory employers under the terms of collective bargaining agreements between the United Industrial Service, Transportation, Professional and Government Workers of North America and the employers.

**Investment objectives:**

Assets of the Plan shall be invested with sufficient diversification so as to minimize the risk of large losses unless it is clearly prudent under the then current circumstances not to do so. Plan assets shall be invested in a manner consistent with the fiduciary standards of ERISA and supporting regulations, and all transactions will be undertaken on behalf of the Plan in the sole interest of Plan participants and beneficiaries. Assets of the Plan shall be invested to maintain sufficient liquidity to meet benefit payment obligations and other Plan expenses.

**Investment Guidelines:**

With respect to any Investment Manager who is appointed by the Trustees to manage as Plan Asset Manager, such Plan Asset Manager will discharge its responsibilities with respect to the Plan's assets in accordance with the fiduciary responsibilities under ERISA and all regulations thereunder and shall not violate any of ERISA's "prohibited transaction" rules. The Plan Asset Manager shall be a bank (trust company), insurance company, or a registered investment advisor under the Investment Advisers Act of 1940. The Plan Asset Manager shall acknowledge in writing that it is a fiduciary of the Plan within the meaning of Section 3(21)(A) of ERISA and an "investment manager" within the meaning of Section 3(38) of ERISA.

**Asset Allocation:**

The Fund's assets are invested in the following asset classes and maintained within the corresponding ranges. The Trustees make appropriate adjustments if one or more of the limits are breeched.

| **Asset Class** | **Target** | **Range** |
|---|---|---|
| Domestic Equities | 50% | 35% - 60% |
| Fixed Income | 50% | 40% - 65% |

**Standards of Investment Performance:**

Each Investment Manager is reviewed regularly regarding performance, personnel, strategy, research capabilities, organizational and business matters and other qualitative factors that may affect its ability to achieve the desired investment results. Consideration will be given to the extent to which performance results are consistent with the goals and objectives set forth in the Investment Policy and/or individual guidelines provided to an Investment Manager. The Plan's investment policy outlines prohibited investments as well as limits regarding the percentage of the fund that may be invested in any one company and industry. Minimum credit quality guidelines are established and provided to investment managers. No investment may be made which violates the provisions of ERISA or the Internal Revenue Code.

The Trustees review the Plan's investment policy on a regular basis and make periodic changes when, based on all available information, it is prudent to do so.

Under the Plan's investment policy, the Plan's assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

| **Asset Allocations** | **Percentage** |
|---|---|
| 1. Cash (Interest-bearing and non-interest bearing) | 1 |
| 2. U.S. Government securities | 22 |
| 3. Corporate debt instruments (other than employer securities): | |
| a. Preferred | 0 |
| b. All other | 26 |
| 4. Corporate stocks (other than employer securities): | |
| a. Preferred | 0 |
| b. Common | 39 |
| 5. Partnership/joint venture interests | 0 |
| 6. Real estate (other than employer real property) | 0 |
| 7. Loans (other than to participants) | 0 |
| 8. Participant loans | 0 |
| 9. Value of interest in common/collective trusts | 2 |
| 10. Value of interest in pooled separate accounts | 0 |
| 11. Value of interest in master trust investment accounts | 0 |
| 12. Value of interest in 103-12 investment entities | 0 |
| 13. Value of interest in registered investment companies (e.g., mutual funds) | 10 |
| 14. Value of funds held in insurance co. general account (unallocated contracts) | 0 |
| 15. Employer-related investments: | |
| a. Employer Securities | 0 |
| b. Employer real property | 0 |
| 16. Buildings and other property used in plan operation | 0 |
| 17. Other | |

For information about the plan's investment in any of the following type of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities, contact: Margaret Bowen, Plan Administrator, at 301-899-0675, or by writing to: Plan Administrator, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746

**Right to Request a Copy of the Annual Report**

Pension plans must file annual reports with the U.S. Department of Labor. The report is called the "Form 5500." These reports contain financial and other information. You may obtain an electronic copy of your Plan's annual report by going to www.efast.dol.gov and using the search tool. Annual reports also are available from the U.S. Department of Labor, Employee Benefits Security Administration's Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling (202) 693-8673. Or you may obtain a copy of the Plan's annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under "Where To Get More Information."

**Summary of Rules Governing Insolvent Plans**

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan's available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan's financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

**Benefit Payments Guaranteed by the PBGC**

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC's multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first $11 of the Plan's monthly benefit accrual rate, plus 75 percent of the next $33 of the accrual rate, times each year of credited service. The PBGC's maximum guarantee, therefore, is $35.75 per month times a participant's years of credited service.

***Example 1:*** If a participant with 10 years of credited service has an accrued monthly benefit of $600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant's years of service ($600/10), which equals $60. The guaranteed amount for a $60 monthly accrual rate is equal to the sum of $11 plus $24.75 (.75 x $33), or $35.75. Thus, the participant's guaranteed monthly benefit is $357.50 ($35.75 x 10).

***Example 2:*** If the participant in Example 1 has an accrued monthly benefit of $200, the accrual rate for purposes of determining the guarantee would be $20 (or $200/10). The guaranteed amount for a $20 monthly accrual rate is equal to the sum of $11 plus $6.75 (.75 x $9), or $17.75. Thus, the participant's guaranteed monthly benefit would be $177.50 ($17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person's monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan's termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC's website at www.pbgc.gov/multiemployer. Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See "Where to Get More Information About Your Plan," below.

**Where to Get More Information**

For more information about this notice, you may contact the Plan Administrator at: UIW Pension Plan, Attn: Margaret Bowen, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746; (301) 899-0675. For identification purposes, the official plan number is 001 and the plan sponsor's employer identification number or "EIN" is 11-6106805.

## UIW Directory

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UNION IS STRENGTH
UIW
UNITED INDUSTRIAL WORKERS
SEAFARERS ✦ AFL-CIO

Queen Mary attractions tour guides and their team leaders, most of whom are UIW members, gathered for this photo prior to conducting another day of tours before the COVID-19 pandemic ravaged the country. During normal times, more than 380 UIW members are employed at the historic Long Beach, California-based hotel.

# UIW Members Experience Minimal Job Loss During Initial Stages of COVID-19 Pandemic

*Continued from Page 1*

Collective Bargaining Agreement covers employees' recall rights up to three months. After discussions with us, the Company agreed to extend the recall rights to six months and agree to monthly update calls.

"They [the company] really did everything that they could in order to remain open," Lopez continued. "They significantly reduced operations early on and remained open despite the fact that their restaurants and bars had been closed and their events canceled to obey local and state health orders. They really started to see a dramatic loss of business in mid-March.

"During the month of April, the Queen Mary housed some of the officers from the U.S Navy Hospital Ship *Mercy* which came in from San Diego to help alleviate local hospitals. This enabled some employees to be recalled for a short period" Lopez concluded. "But that simply was not enough."

"For the first time since we partnered with the City of Long Beach in 2015, we must suspend operations at the Queen Mary," Taylor Woods, principal at Urban Commons, said in a statement. "We do not take this decision lightly, but with no clear timeframe for the Stay-at-Home order to end, we have had to analyze the best decision for our properties, and the Queen Mary must temporarily suspend operations."

Meanwhile, the U.S. economy unexpectedly added jobs in May, surprising economists and analysts who had forecast millions more losing their livelihoods, and raising hopes of a faster economic recovery than expected.

According to *Reuters*, more than 2.5 million people were newly employed in May last month, but that follows a record drop of more than 20 million in April. The unemployment rate fell to roughly 13% compared to almost 15% in the prior month.

Much of the rise in jobs was centered on hardest-hit industries in food services and drinking places, which added 1.4 million jobs and accounted for about half of the employment gains. The leisure and hospitality sector overall added 1.2 million jobs.

"Today's report shows much higher job creation and lower unemployment than expected, reflecting that the re-opening of the economy in May was earlier, and more robust, than projected," said U.S. Secretary of Labor Eugene Scalia June 5 in reaction to the May 2020 Employment Situation. "Millions of Americans are still out of work, and the department remains focused on bringing Americans safely back to work and helping States deliver unemployment benefits to those who need them.

"However, it appears the worst of the coronavirus's impact on the nation's job markets is behind us," he concluded.

# *U.S. Must Revitalize Decaying Manufacturing Base*

*Continued from Page 7*

erators for food safety; tires, like the ones Hughes made at Goodyear, to keep cars and pickups on the road; oil pumps to keep heavy equipment operating; and valves and bearings to ensure all kinds of machines, including military equipment, remain in working condition.

If America cannot make these products, it must buy them from other countries. That kind of feeble dependence threatens the nation's safety and security.

And it isn't just the cars, tires and refrigerators themselves. America needs everything that goes into producing them – the factories, equipment and skilled workers, all of which can be pressed into service during a national emergency.

Manufacturing capacity is raw strength. It made America a superpower. But American policymakers let U.S. manufacturing muscle turn to flab.

As if that weren't bad enough, they also allowed China and other countries to dump unfairly traded steel, paper, glass, tires and other goods into U.S. markets, undercutting the dwindling number of manufacturers that remained here.

China subsidizes its manufacturers with cash, materials and land, then lets them flood global markets. This cheating killed U.S. companies and cost 3.7 million American jobs over the past two decades.

Today, China monopolizes the production and distribution of many consumer products like toys and electronics, as well as supplies of ventilators, PPE, medicines and other critical items. Last year, the U.S. ran an advanced technology products trade deficit with China of more than $100 billion.

Decades of industrial decline left America unprepared for the pandemic. COVID-19 simply caught America flat-footed.

"We don't have stockpiles of protective equipment," observed Valery Robinson, president of USW Local 7600, which represents nurses, phlebotomists and other workers at Kaiser Permanente facilities in California.

In the mad scramble to conserve supplies, she said, the health system shut down nonessential facilities. Workers offered to find and bring in their own PPE.

The nation not only lacked the capacity to manufacture these essential items, but U.S. leaders had no clear strategy for marshaling scarce resources, ramping up production and putting industry on a war footing.

Unions demanded the Trump administration invoke the Defense Production Act, a 1950s law that enables the federal government to direct American factories to produce goods essential to the nation's security.

Trump dithered. So manufacturers, many of them relying on the dedication and skills of USW members, began making masks, hand sanitizer and other products on their own. That's a starting point for rebuilding America's manufacturing strength.

But ad hoc efforts to battle the pandemic must evolve into a comprehensive strategy for bringing back an essential economic sector.

That means including "Buy American" provisions in government contracts that incentivize corporations to make products here instead of chasing the cheap deal overseas.

It means investing in domestic manufacturing opportunities. The government took a step in the right direction Tuesday (March 19) by awarding a $354 million contract to a Virginia drug maker for production of generic medicines and pharmaceutical ingredients now made in China, India and other foreign countries.

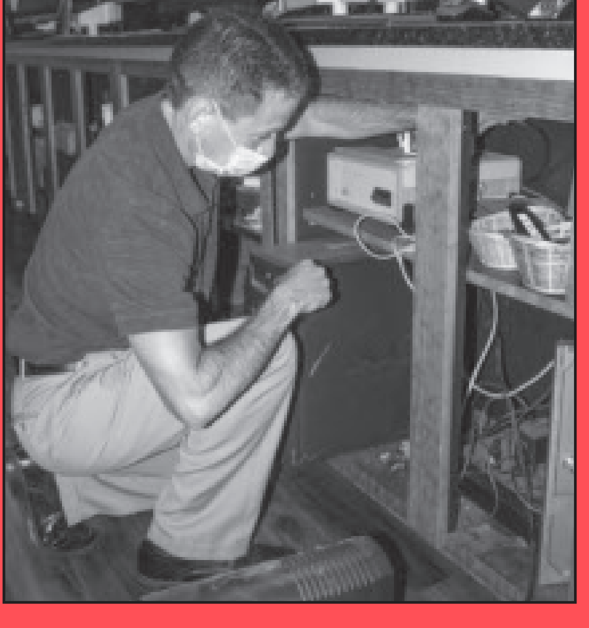
To ensure the lessons of the pandemic remain at the forefront of the nation's consciousness, Congress must establish a domestic manufacturing commission to plan, oversee and report on production growth.

Never again can America flounder in a crisis or ask front-line workers to battle a pandemic without basic supplies.

It might cost a little more to make that equipment domestically. "But at the end of the day," Robinson said, "it's right here."

## Face Coverings Gallore

Unlike workers at some job sites around the country, UIW members at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland are totally committed to the wearing of masks to prevent the spread of the COVID-19 virus. The Centers for Disease Control in early April issued guidance for people to stay at home as much as possible, practice social distancing (remaining at least 6 feet away from others) to wash hands as often as possible and that everyone should wear cloth face coverings when leaving their homes. Complying with the guidance and proudly donning the personal protective equipment (clockwise from top left, from left to right in photos showing more than one person) are: Heather Perry, Howard Thompson and Jay Wiegman; Veronica Long, Ronda Lewis, Sudy Combs, Centy Springer and Carla Ledman; Terri Clements, Paul Triantos, Brian Horton and Shelby Montgomery.




# Gone But Not Forgotten

**JAMES BAKER**

Pensioner James Baker, 91, passed away April 1. Brother Baker hailed from North Carolina. He donned the UIW colors in 1972 and worked at Melonic Metal Fabrication, Inc. Brother Baker went on pension in 1988 and made his home in Statesville, New York.

**JOSE FLORES**

Pensioner Jose Flores, 75, died April 5. A native of El Salvador, Brother Flores signed on with the union in1973. He spent his entire career at American Casting and retired in 2004. Brother Flores was a resident of Nassau County, New York.

**ISMAEL GUERRERO**

Pensioner Ismael Gurrero, 86, passed away April 13. Brother Guerrero launched his UIW career in 1966 while working at Atlantic Cordage. Born in Puerto Rico, he retired and went on pension in 1983. Brother Guerrero resided in his native country.

**JERRY KAYLOR**

Pensioner Jerry Kaylor, 88, died February 29. Brother Kaylor hailed from Columbus, Ohio and joined the UIW in 1977. A veteran of the U.S. Army, he spent his entire union career working at Z. Steward & Silver, Inc. Brother Kaylor retired and went on pension in 1984 and resided in his native state.

**WOODROW MENGEL**

Pensioner Woodrow Mengel, 84, passed away April 16. A native of Juniata, Pennsylvania, Brother Mengel signed on with the UIW in 1959 while working at Paulsen Wire Rope. He began receiving retirement stipends in 1993. Brother Mengel lived in his native state in the city of Selinsgrove.

**JOHN NAUGLE**

Pensioner John Naugle, 96, died February 25. Brother Naugle came under the UIW umbrella in 1959 while working at Paulsen Wire Rope. He retired and went on pension in 1980. Brother Naugle was a resident of Bloomsburg, Pennsylvania.

**FLORENCE PALUMBO**

Pensioner Florence Palumbo, 86, passed away April 22. Born in North Bergan, New Jersey, Sister Palumbo donned the union colors in1967 while working at Lionel Morsan. She began receiving stipends for her retirement in 1981. Sister Palumbo made her home in Bellville Town, New Jersey.

**CLAIRE SAMPSON**

Pensioner Claire Sampson, 83, died February 9. Born in Pennsylvania, Sister Sampson donned the UIW colors in 1964 while working at National Fiberstock. She retired and went on pension in 1994. Sister Sampson made her home in Philadelphia.

**JOSEPHINE WONDOLOSKI**

Pensioner Josephine Wondoloski, 91, passed away March 1. A native of Centralia, Pennsylvania, Sister Wondoloski joined the union in 1971 while working at A&E Products. She began receiving stipends for her retirement in 1987. Sister Wondoloski lived Mount Carmel Township, Pennsylvania.

## UIW Pensioners

**Jose Araujo**
Victory Refrigeration
North Port, Florida

**Barbara Castro**
Swank Optical Company
Phoenix, Arizona

**Israel Guzman**
Queen Mary
Long Beach, California

**Kenneth Heffner**
Paulsen Wire Rope
Sunbury, Pennsylvania

**Robin Houdashelt**
Church & Dwight
London, Ohio

**Francisco Hernandez**
Victory Refrigeration
Camden, New Jersey

**James Miles**
Franklin Intrnational
West Jefferson, Ohio

**Merrill Pickett**
Crown Cork & Seal
Abilene, Texas

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The United Worker

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**UIW Members Distribute School Meals in USVI**
***Page 4***

# HEROES Act Provides Critical Relief, Recovery Measures to U.S. Workers

*Editor's note: The following piece was written by Thea M. Lee, president of the Economic Policy Institute. It has been slightly edited to conform to local style.*

Today (May 12), Democrats in the U.S. House of Representatives released the HEROES Act, which would provide critical relief and recovery measures to the U.S. economy and the people and businesses in it.

One of the most important features of the bill is that it would provide $875 billion in direct state and local aid, as well as targeted fiscal help for education and Medicaid spending for state governments. This is an essential step forward, given that state and local governments will need up to $1 trillion by the end of 2021. The bill would also provide an extension of the unemployment insurance (UI) provisions in prior relief and recovery packages.

This is excellent news from both a humanitarian and economics perspective—particularly the extension of the increased UI benefits of $600 a week, which was one of the most effective parts of the earlier packages. The bill includes many other key provisions, including investments in coronavirus treatment, testing, and contact tracing, which are necessary to reopen our economy.

Inevitably, some policymakers will express concerns over the price tag, which is estimated to be on the order of $3 trillion. This concern is utterly misplaced in this crucial moment. What are scarce in the economy right now are opportunities for workers to earn wages and demand for firms' output.

Fiscal resources are not scarce—interest rates (our best real-time signal of scarcity of the federal government's capacity to take on debt) remain historically low. We need to use what we have in abundance—fiscal resources—to relieve the crushing constraints imposed on families by the scarce opportunities to work and earn income. Investments financed by greater public debt will reduce the severity of the economic crisis and will help avoid a prolonged period of high unemployment that would do far more serious and persistent damage to the economy.

In short, these investments will have a very high rate of return. Further, the investments this bill calls for are the absolute minimum required to address the magnitude of the crisis we are facing.

The Congressional Budget Office projects that without additional relief, the unemployment rate will average 16% in the third quarter of this year and 10.1% for the entire calendar year of 2021. Those numbers, which were released two and a half weeks ago, are now looking overly optimistic, given that more than 30 million workers have already filed for unemployment insurance and millions more claims continue to pour in.

A deep concern in today's legislation is the lack of "automatic" triggers for the expiration of the bill's provisions. There is an enormous amount of uncertainty around how the economic impact of the coronavirus will unfold. Assigning arbitrary end dates to provisions to sustain the economy, as the bill does, makes little sense when the process could be handled automatically, by having provisions phase out as the unemployment rate or the employment-to-population ratio are restored to near pre-virus levels.

Using automatic stabilizers would not be any more expensive than the cumulative cost of multiple extensions of the programs in the bill—but it would prevent destructive lapses in critical programs while Congress negotiates extensions, and it would alleviate corrosive uncertainty by giving businesses, states, and households crucial confidence around budgeting and planning

Thea M. Lee
President
Economic Policy Institute

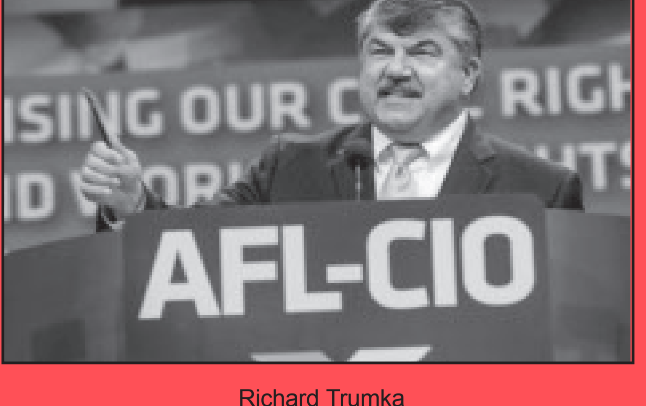
## AFL-CIO President Lauds Introduction of HEROES Act

*Statement from AFL-CIO President Richard Trumka on the introduction of the "Health and Economic Recovery Omnibus Emergency Solutions (HEROES) Act":*

President Franklin D. Roosevelt would be proud of this bill. I applaud House Democrats for going big and bold in the face of this unprecedented crisis. For weeks, we have been advocating for economic essentials that protect working people's lives and livelihoods.

The HEROES Act includes an emergency workplace infectious disease standard; gives aid for state and local governments, public schools, the U.S. Postal Service, and pension relief; keeps workers on payrolls to avoid mass layoffs; extends unemployment insurance; provides more direct payments to working people; extends health care coverage; and provides housing and food benefits, and much more.

The ball will soon be in Majority Leader Mitch McConnell's court. Working people are desperate for our leaders to put partisanship aside and do what is right for our health, our economy and our country. We will mobilize like never before to make the HEROES Act the law of the land. If McConnell stands in the way, this could very well be his final year in the U.S. Senate




Richard Trumka
President, AFL-CIO

# America Must Reconstruct It's Manufacturing Muscle

*Editor's note:The following op-ed was written by Tom Conway, president, United Steelworkers. It was provided for publication by Press Associates News Service.*

As Goodyear began phasing out a tire plant in Alabama and shifting operations to a cheaper facility in Mexico a few years ago, Jeremy Hughes worried about the loss of his livelihood and the impact on his hometown.

Hughes also worried about the future of America. Sooner or later, he realized, the decline of U.S. manufacturing would put the entire nation at risk.

With the COVID-19 pandemic, that day has come.

Failed U.S. trade policies incentivized corporations to offshore family-sustaining manufacturing jobs, like the one Hughes lost, and left America dangerously dependent on other countries for consumer goods, industrial products and even the medical supplies critically needed to fight COVID-19.

America imports much of the personal protective equipment (PPE), including masks, gowns and gloves, used by health care workers.

When the pandemic struck, America lacked the production capacity to meet the surging demand for PPE. It couldn't import sufficient quantities from China, a major global supplier, either.

The loss of Goodyear jobs in Gadsden, Alabama, and China's control of PPE supplies are two symptoms of America's other pandemic – manufacturing decay.

Right now, the U.S. – once the world's most powerful manufacturer – cannot produce on its own soil the items it most needs.

It has no vision for the future of manufacturing, no plan for leveraging the nation's industrial capacity in emergencies.

If America fails to rebuild its manufacturing base, it will be just as vulnerable in the next crisis, whether that is a disease, war or natural disaster.

Tom Conway
President
United Steelworkers

"We have to start buying American-made products. I can't stress that enough," said Hughes, the treasurer of United Steelworkers (USW) Local 12L. "The union has been preaching this for years."

For decades, the USW and other labor unions warned that America's economy and security depended on a strong manufacturing sector.

In the early 1990s, unions vehemently opposed the North American Free Trade Agreement (NAFTA), arguing that greedy corporations would relocate U.S. manufacturing operations to Mexico so they could exploit cheap labor, the lack of worker protections and lax environmental regulation.

That's exactly what happened. NAFTA cost the U.S. 1 million jobs. And it left America a frail version of its once-mighty self.

Manufacturers of cars, heavy equipment parts, textiles, clothing, rubber products, furniture, valves, bearings, brake calipers and appliances, among many other items, moved operations from the U.S. to Mexico under NAFTA.

But America still needs all of those items, just as it does PPE for health care workers. It needs refrig-

***See U.S.,** Page 6*