

The United Worker

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Union Mourns Loss of Richard Trumka

AFL-CIO President Had 'Soft Spot' for UIW's Parent Organization, the SIU

Somehow, AFL-CIO President Richard Trumka managed to be simultaneously larger-than-life and eminently approachable.

Likely due to the former quality, the initial reaction among SIU officials and staff to unofficial news of Trumka's death on Aug. 5 primarily consisted of disbelief. Trumka's high-energy personality and regular appearances on television (promoting workers' rights) as recently as that same week seemingly precluded his departure, and there had been no hints of health problems.

Unfortunately, confirmation soon followed: Trumka, 72, apparently succumbed to a heart attack while on a camping trip with family.

Outpourings of sympathy began the same day, including comments from President Biden, Senate Majority Leader Charles Schumer (D-New York), and fellow labor leaders from throughout the movement.

SIU/UIW President Michael Sacco enjoyed a genuine friendship with Trumka.

"Rich and I worked together for decades, going back to the 1970s, when we were involved in labor disputes in Missouri, Kentucky and Illinois," Sacco stated. "Throughout his entire career, no one worked harder for America's working families."

"Rich was fearless and down-to-earth, and even though he had plenty of formal education, at his core he remained a working-class union guy and a family man," Sacco continued. "He never forgot his roots with the Mine Workers. Those of you who were lucky enough to hear Rich give a speech in person know that he commanded a room like few others. His passion and intelligence and foresight always came through loud and clear."

He concluded, "The labor movement that Rich led and loved will move forward with heavy hearts – but we will move forward.... That's how we honor his legacy."

SIU Executive Vice President Augie Tellez said, "If you ever heard Rich address a crowd, you immediately knew what this man was about. His passion, fervor and compassion for the working men and women

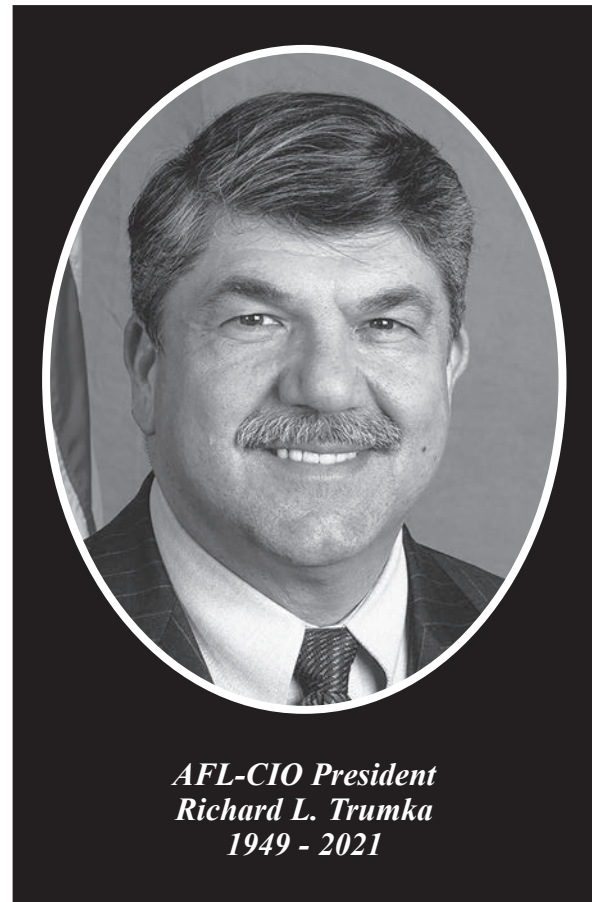
of this country was the hallmark of his being. Little doubt was left as he bared his soul in the struggle for equality both economically and socially. He was truly an American hero. He had a soft spot for the Seafarers going back to his Mine Worker days in the 70s, and many of us got to know him personally. The world has lost a good man, but there is no doubt at all that his legacy will be carried on by millions."

SIU/UIW Secretary-Treasurer David Heindel stated, "With heavy hearts, we learned of the passing of Brother Trumka. Rich was a true leader and inspiration to many. Our heart goes out to Rich's family as well as the 12 million brothers and sisters in his extended family of the Federation. He will be missed."

President Biden described Trumka as "a dear friend, a great American, and a good man. I will miss him as will the countless workers whose lives he made better, and the labor movement he led with daring vision. As I told his family after we heard the news, Jill and I send our love – today and always."

On the Senate floor the morning of Aug. 5, Schumer said, "The working people of America have lost a fierce warrior, at a time when we needed him most. Just yesterday, Rich was lending his support to the striking miners in Alabama. Following in his father's footsteps, he worked in the mines. He went to Penn State, earned his law degree – but he didn't practice, didn't go to some fancy place, he went right to work for the United Mine Workers, which he led for so many years."

"He had in his veins, in every atom of his body, the heart, the thoughts, the needs of the working people of America," Schumer continued. "He was them. Rich Trumka was the working people of America. He never had any airs, he never put it on, and he cared about his fellow workers so. He was a great leader, and he knew that the labor movement and working people had to expand and be diverse. One of his passions as a leader was immigration reform, which I talked to him about repeatedly, because they were working people, too. No matter where they came from, or what they look like.... We have just lost a giant, and we need him



*AFL-CIO President
Richard L. Trumka
1949 - 2021*

so. We will remember him forever, and his memory will, I know, implore all of us to do even more for the working people of America who Rich Trumka so dearly and deeply loved."

Trumka served as president of the federation since 2009. In 1982, at age 33, he ran on a reform ticket and was elected the youngest president of the United Mine

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UIW Officials, Delegates, Committee Members Hold Virtual Convention

A first in union history was recorded Aug. 9 when the 2021 UIW Convention took place virtually. Because of the COVID-19 Pandemic, union leadership earlier this year took a cautious approach and

scrapped plans for conducting the scheduled in-person quadrennial conference that traditionally spans two days at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. Instead, they opted for an online event in order to maximize safety.

UIW President Michael Sacco, flanked by UIW Secretary-Treasurer David Heindel and UIW General Counsel Leslie Tarantola, gavelled in the proceedings at noon while situated in the Maryland Room at the Paul Hall Center. Joining President Sacco virtually

from various locations across the country as well as the U.S. Virgin Islands and the Commonwealth of Puerto Rico were area vice presidents, delegates and members from the conference's credentials and auditing committees.

After calling the convention to order, President Sacco delivered opening remarks followed by his report (see Page 2) in which he examined the state of the union. President Sacco's report was followed by presentations from the secretary-treasurer, UIW National Director Karen Horton-Gennette and each of the union's six regional vice presidents (these reports appear throughout this edition).

Because of the pandemic, the 2021 iteration of the UIW Convention did not feature any guest speakers nor the reading of any resolutions, with one notable exception. Secretary-Treasurer Heindel read the "In Memoriam" decree which formally recognized UIW members and others from the labor movement who have passed away since the last convention.

The final order of business for the 2021 UIW Convention was the election of and swearing in of officers. Those elected, and their respective positions were: President Michael Sacco; Secretary-Treasurer David Heindel; National Director Karen Horton-Gennette; Vice President Atlantic Region Joseph Soresi; Vice President Caribbean Region Jacqueline Dickenson; Vice President Great Lakes Region Monte Burgett; Vice President Gulf Coast Region Dean Corgey; Vice President Midwest Region Chad Partridge; and Vice President West Coast Region Nick Marrone.



UIW President Michael Sacco (center) gavelled in the 2021 UIW Convention Aug. 9 from the Paul Hall Center's Maryland Room. He was joined by UIW Secretary-Treasurer David Heindel (right) and UIW General Counsel Leslie Tarantola (left).

From the President

Remembering Rich Trumka

Whether you're reading this column online or in print, you know that the entire labor movement is mourning the unexpected passing of our friend and leader, AFL-CIO President Richard Trumka.



Michael Sacco

As someone who worked with and knew Rich since the 1970s, I want each of you to know that all of the tributes written and spoken about him are accurate and well-earned. He was one-in-a-million, and I'm blessed to have been not only his colleague, but his friend.

If you met Rich even once, you know that when it came to personal energy, he was an 11 on a scale of 1-to-10. For that reason, I hesitate to describe him as rejuvenated following last year's presidential election, but there's no doubt he had taken his work and his leadership to another level. He was exceptionally fired up about the very real opportunities we have before us for labor-law

reform and for growing our movement.

There's a decent chance you saw him on television in recent months, promoting workers' rights and trade unionism. Be 100 percent certain that those appearances were exclusively about the work at hand, rather than having anything to do with personal publicity. Rich was all about workers and their families.

In practical terms, you cannot say that someone is one-in-a-million and then expect our movement to not miss a beat. That's just not realistic. Throughout the AFL-CIO – from headquarters to the affiliate unions like the SIU, to the state labor federations and central labor councils to individual locals – we all have to step up to help fill that void. It's a tall order.

Nevertheless, I am completely confident in new AFL-CIO President Liz Shuler, who, like Rich, came up through the ranks and earned everything she got. Liz is the one who reminded us that we're allowed and expected to mourn, but we're not permitted to slack off. As she said, Rich wouldn't allow it.

Please take the time to read our coverage of Rich, and also know that he absolutely had a special affection for the UIW's parent organization, the SIU. Whenever we asked for help or invited him anywhere, he made it happen. I've got a framed photo of him in my office with a bunch of our officials playfully grabbing him during the 1999 AFL-CIO convention. Rich signed it, "8 Seafarers against 1 Mine Worker. Seems about right!"

Even when he was kidding, his fighting spirit came through. And those odds wouldn't have been fair, anyway – to us. Rich could overcome any challenge.

Rest in peace, my dear friend. You are missed.

Protect Yourself and Your Coworkers

A younger family member tells me that when you buy a computer, it's already outdated by the time you take it home and pull it out of the box.

These days, writing about COVID-19 vaccines has a similar feel, as developments are happening quickly throughout the country in early August. New variants are taking a toll, there are lots of questions about schools reopening for in-person classes, and – in my opinion – some legislators are using the topic of vaccinations for their own potential political gains.

Nevertheless, all signs point to vaccinations becoming a requirement for employment in many if not most occupations. It's hard to picture that trend reversing.

I can't bang this drum often enough: Vaccines are the best way to protect yourselves, your families and your coworkers. If you're still hesitant, get the facts from the U.S. Centers for Disease Control and Prevention and I think you'll change your mind.

Be safe, brothers and sisters.



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Gulf Coast Region: Dean Corgey, vice president

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West Coast Region: Nicholas Marrone, vice president



2021 UIW Quadrennial Convention

Report of the President

Despite Some Setbacks, UIW President Remains Optimistic About Union's Future Success

Depending on your location, I bid you a good morning or a good afternoon, brothers and sisters.

Thank you for joining us as we conduct this most unique UIW convention.

In keeping with past practice, my opening remarks will also serve as my official report.

And in keeping with past practice, I wanted to briefly share a little story before we move on.

A respected church leader arrived in a large city to deliver a series of presentations.

At a banquet the first evening, he noticed some reporters in the audience.

He wanted to use a few of the stories he told that night in his presentations the next day, so he asked the reporters to omit them from their articles and web posts.

One article that came out the next day concluded with this line: "The Reverend also told a number of stories that cannot be printed."

Brothers and sisters, the lesson is that there's often more to the story than meets the eye.

That's the case with our union. Since our last convention, we have experienced a decrease in membership of approximately 20 percent, and I know that our national director and our secretary-treasurer will also cover this topic.

I do not believe in making excuses, but I do believe in dealing with facts. And the fact is, most of those job losses were not preventable.

Many of you will remember during our last convention in 2017, the Caribbean was being hammered by storms, and the biggest one was still on the way. Those hurricanes directly led to the loss of 500 jobs in the U.S. Virgin Islands that never came back.

Similarly, during the last four years, we've had setbacks due to plant closures and relocations, as well as a previous Department of Labor and National Labor Relations Board that were anything but worker-friendly.

Somewhat ironically, while many other unions have suffered massive losses due to the pandemic, we have fared better than most. We are still working to preserve jobs at the Queen Mary in Long Beach, which is the one UIW shop that took a hard hit economically because of COVID-19.

But otherwise, the UIW hasn't been drastically affected. Some of that is due to the nature of the jobs, but a lot of credit goes to our members, our officials, and our contracted companies for finding ways to safely remain open and to keep UIW members employed.

Looking at the bigger picture, one of the major developments within the labor movement since our last convention was a 2018 Supreme Court case known as Janus. The full name of that case was Janus v. AFSCME Council 31. The 5-4 ruling overturned 40 years of public-sector collective bargaining policy. The decision bars states from requiring non-members to pay what are known as agency or fair-share fees to unions who collectively bargain on behalf of an entire unit in a public-sector workplace.

Not surprisingly, it was pushed by the so-called National Right to Work Committee – with major backing from the Koch brothers. In simple terms, their aim is to eliminate public-sector unions.

There has been one silver lining since the ruling. Several public-sector unions rededicated themselves to grassroots outreach to their own bargaining units. And as a result, they actually saw increases in membership. This hasn't been the case

across the board, but it proves that Janus doesn't have to be a death knell for those organizations. We're one of them, as we have a large membership working for the government in the U.S. Virgin Islands.

This is another example of why it's important to examine the facts and not just skim the headlines, so to speak.

The next topic I want to address is a critical piece of legislation named the Protecting the Right to Organize Act – better known as the PRO Act. This topic actually encompasses a few key points.

One is the bill itself, which was passed by the House of Representatives earlier this year and which has the enthusiastic support of President Biden.

Our current labor law is supposed to not only protect but actually promote the right of workers in the private sector to organize. However, in reality, it's usually an uphill climb for workers who want to join or form a union. They face too many hurdles, while employers often get away with illegal interference, without consequence.

Even when workers do vote for a union and the results are certified, it's not uncommon for employers to stall the collective bargaining process. More than half of all workers who vote to form a union still are without a contract a year later.

The PRO Act repairs many of the biggest shortcomings with current law. Enacting the legislation would signal a major step forward when it comes to restoring workers' ability to organize and negotiate for better wages, benefits and workplace safety and fairness.

Getting the PRO Act passed in the Senate is a challenge, but it's doable. Our country will be much better off when it becomes law, and so will our union.

The reason this bill has a chance is because of the most recent presidential election. I know it was music to all of our ears when President Biden described himself as a "union guy." He's a longtime friend, and so is Vice President Harris, whom we've worked with for many years, going back to her days as a state-level politician in California. They are pro-worker, they are pro-union, and their policies will give us a real opportunity to build up our membership.

As always, political action remains a key for the UIW, and every election cycle underscores that point. Our work is never finished; the stakes are always high. Keep that in mind when the midterms roll around, and support the candidates who'll support us.

Brothers and sisters, you may be aware of polling from the past couple of years that reflects a very favorable view of unions in the United States. Around 65 percent of Americans approve of labor unions, which is the highest percentage in almost 20 years.

Those same surveys indicate almost half of non-union or unrepresented workers also say they would vote for a union if given the chance. That's a huge increase compared to when a similar poll was conducted many years ago.

This means we have an opportunity, but we can't do it without pro-worker legislators and a pro-worker administration. Fortunately, all of those people are in place, and that's a big reason why I'm optimistic about our future in the UIW. Another reason is that I believe in our rank-and-file membership and I believe in our leadership. Collectively, we're a winning team, and we'll weather the inevitable ups and downs that come our way.

Thank you for your attention, and this concludes my report.

Report of the Secretary-Treasurer

Secretary-Treasurer Regards Organizing As Key Element to Union's Revitalization

Mr. Chairman, Delegates, Friends, Guests:

This is the secretary-treasurer's report for the period since our last convention in 2017.

Beyond the happenings specifically within our union, three events have influenced the UIW and the overall labor movement more than any others. The first, of course, is the global COVID-19 pandemic, which is why we're conducting this convention online. The second is a Supreme Court decision in June of 2018 which weakened the rights of public-sector workers. The third is the election of Joe Biden and Kamala Harris to the White House, which I believe gives us great hope for the future.

As you've heard, within the UIW, we saw a drop in membership of approximately 1,400 members since our last convention. This decline happened because of multiple reasons, including plant closures or relocations, the aforementioned Supreme Court ruling, and four years of anti-worker policies that manifested themselves through what trade unions started calling the Department of Anti-Labor.

For context, the UIW was not alone in the struggle under the prior administration. For instance, the latest data on unionization from the Bureau of Labor Statistics shows that in the year 2020, 15.9 million workers in the United States were represented by a union, a decline of 444,000 from 2019. That decline was fueled by many of the same factors I just mentioned.

None of this is meant as excuse-making. We must, can, and will do better with organizing. And we'll have a fighting chance under the Biden administration, and in particular if the PRO Act becomes law.

We also had a lot of positive developments in the last four years, including the way our members continue getting the job done despite the pandemic. Virtually without exception, the UIW has weathered the storm



UIW Secretary-Treasurer David Heindel delivers his report during the 2021 Convention.

while observing strict safety protocols. This has enabled our shops to stay open and our membership to remain employed. Credit goes to the rank-and-file members, union leadership, and management representatives who've all pulled together to meet these challenges.

Speaking of the pandemic, I would be remiss in not encouraging everyone to get fully vaccinated. I'm hopeful that most if not all of the individuals participating in our convention are vaccinated. But if not, and/or if you have family members, friends or co-workers who are still hesitant about the vaccine, I offer the following statistic. Currently in the United States, 99 percent of all fatalities among people with COVID happen to individuals who are not vaccinated. By contrast, less than one percent of deaths from the coronavirus occur in those

who are vaccinated.

Elsewhere, I extend a vote of thanks to UIW National Director Karen Horton-Genette, who was appointed in 2018. Karen leads by example, and no one works harder for the people they represent. Karen, keep up the great work.

For those who don't know, Karen's predecessor, Kate Hunt, retired this summer following a long career in the labor movement. Kate finished her service as a vice president of our parent organization, the SIU, and previously held the UIW national director office from 2016 to 2018. We of course wish her well in retirement.

Other accomplishments since the last convention include launching a UIW website, opening a new union hall in Puerto Rico, and continuing our participation in

Union Plus. If you've seen the ads in our newsletter or perhaps attended prior conventions, you probably know that Union Plus is an easy way for UIW families to save money on everything from auto loans and airline tickets to cell phone service and even the Union Plus credit card. Union Plus benefits are exclusive to union members and their families. Check them out online for more information.

I would be remiss in not mentioning our political pact. One way we can all pitch in to help strengthen our union is by contributing to the UIW Political Activity Donation fund. A simple check-off is all it takes to help ensure the UIW's continued success, so if you'd like to help, contact your representative and ask about contributing to PAD. This would go a long way to assist us in supporting friendly members of your state or territory legislators who have our interest at heart. We must support those who support us.

Before I wrap up my report, I'm sure many of you are interested in this next announcement. Although our union's financial state could be better, we will maintain the current dues structure, and will continue working to organize new shops, recruit new members and identify other new ways to increase the strength of our union.

Finally, I believe our union potentially stands to gain job opportunities if and when the administration's plans to shore up our country's infrastructure takes shape. We have a diverse workforce, but we still have jobs in manufacturing, and those can get a boost from rebuilding across the nation. Let's all get behind the Biden administration's efforts on infrastructure. The opportunities this will bring will secure our country and our children's futures.

Thank you for your attention. I look forward to continuing to work together, and I hope to see you all in person the next time we meet.



Members participated in the convention virtually

Report of the National Director

Union Continues March Forward Despite Obstacles

Good afternoon Brothers and Sisters,
Let me start by thanking you for attending our first virtual UIW convention. As Mike indicated, this is unique but necessary. We would much rather be seeing you in person, enjoying great conversation among the delegates from various regions and of course outstanding food and couple cocktails at the Mooney's pub. But as we all know, it was best to keep everyone safe and healthy by meeting online.

Before I became the National Director for the UIW, I was a union leader in our sister union, SEATU, which is in the gaming and hospitality industry. I spent many years working with members in the casino industry in various states across the country. Eventually, I knew the casinos like the back of my hand.

I came into the UIW with strong leadership skills, but not much familiarity with the various industries within the UIW.

Since 2019, I have learned a wealth of information and have had the opportunity to visit shops and watch our members hard at work doing things like building locomotives (National Rail), making Brillo pads and dryer sheets (Armaly Brands), making plastic bottles and filling them (Refresco), making and canning Mexican food (Juanita's). I had never known there was such a thing as a seamer mechanic.

I have also visited a warehouse where groceries are sorted, packed, and distributed (Kroger), plus Marine Corps bases on the east and west coasts where our cooks serve the Marines (Sodexo 29 Palms and Quantico).

I have toured the maintenance shop at the Rossmoor Community, as well as several of our locations in the U.S. Virgin

Islands which included a few schools, the Department of Human Services, and the famous Cruzan Rum (and no I wasn't permitted to sample anything).

There are still many places I have not had the opportunity to visit, in some cases because of the pandemic. These include the Alaskan Fisheries; Sealy mattress company; various government agencies; a facility that makes glue; another that produces pharmaceuticals; and a facility that makes ropes for the military and marine applications and cable fillers, just to name a few. Although the COVID crisis brought my travels to a screeching halt, I've still gotten acquainted with those shops and regions.

Overall, as I've visited with our members and many of you over the past few years, not only have I had the opportunity to educate our members, I have been educated by them. Those meetings, regardless of setting or subject, were good reminders that conversations are two-way streets.

I'd like to take a moment to touch on the pandemic. Pardon my firm grasp of the obvious, but COVID-19 struck all of us hard over the past year, some more than others. Our thoughts and prayers go out to those who experienced a loss.

While I wouldn't call it a bright spot, the pandemic reiterated to our contracted employers that our members are essential workers. In that spirit, the union will continue sparing no effort to keep your workplaces safe, and also to maintain and improve your benefits during this challenging time.

Although the pandemic for the most part did not have a major impact on our membership in terms of numbers of jobs, one exception is the Queen Mary. The



UIW National Director Karen Horton-Gennette

obstacles facing the Queen Mary were in place long before COVID-19, but the pandemic made things significantly worse. We are working every angle to support options for getting the Queen Mary operational as a hotel once again. It's a tough fight but there is hope.

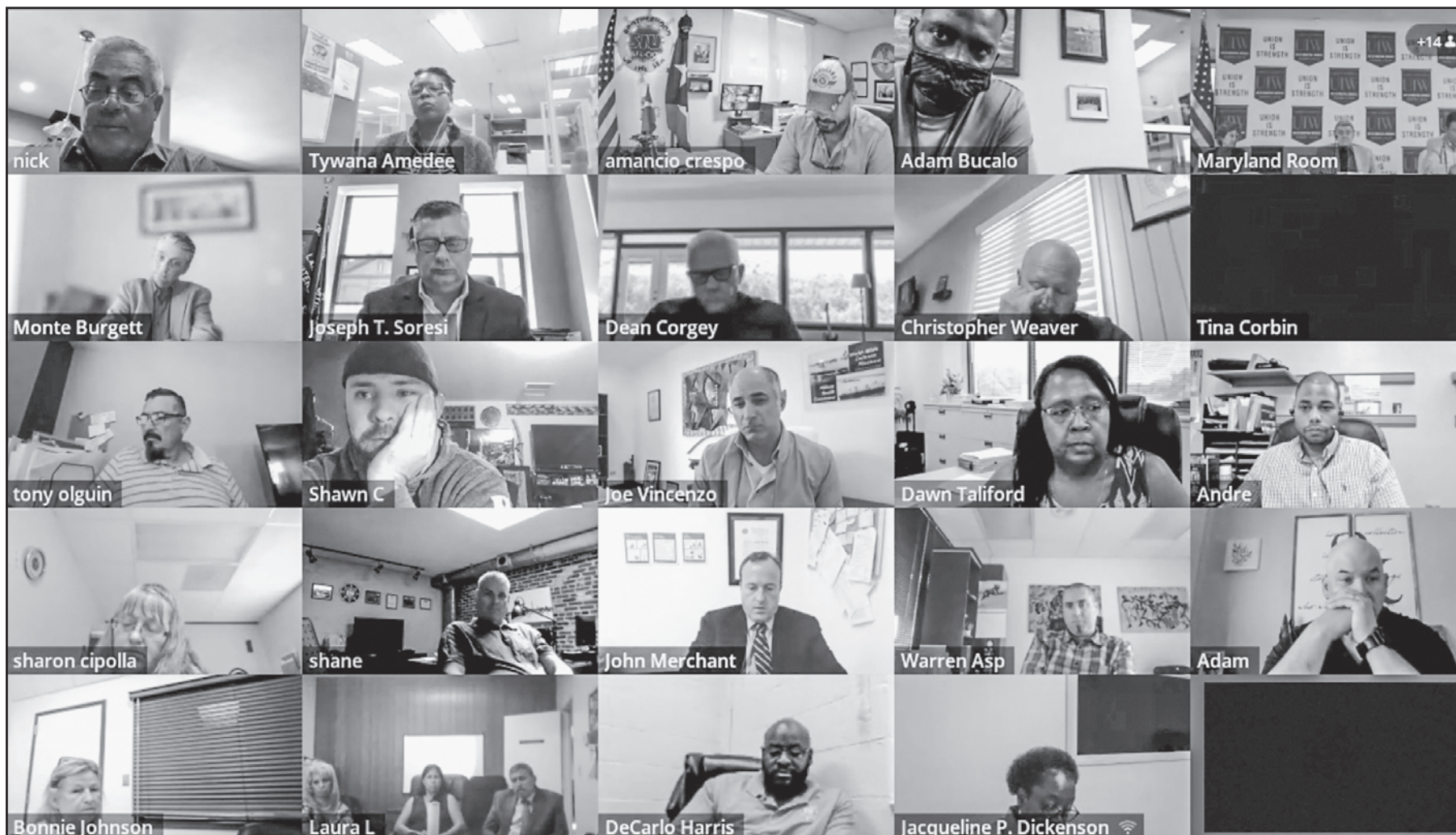
Elsewhere, during the past few years, we have standardized and updated the organization's documents including grievance forms, check-offs, pledge cards, servicing reports and investigative reports. We have also conducted representative training and a number of steward training sessions. I believe that keeping our representatives and stewards educated, informed and updated is vital to maintaining strong leadership across the board.

While our membership numbers are down since the last convention, I am

pleased to report that we have successfully negotiated and ratified upwards of 30 new collective bargaining agreements across the country, securing good wages and benefits for thousands of our members. I am also excited to announce that in the past few weeks, we have organized a group of custodians and floor technicians in St. Louis, and welcomed a small group of repairmen on the East Coast into the UIW!

In closing, I'd like to thank all of our stewards for your hard work, dedication, your patience with sometimes-difficult and stressful situations, and your faith in our union! I am proud to stand by all of our brothers and sisters and look forward to growing our membership and making it even stronger.

Thank you for your time and this concludes my report.



Members took part in the convention virtually from various locations across the United States, the U.S. Virgin Islands and the Commonwealth of Puerto Rico.

Reports of Regional Vice Presidents



Joseph Soresi
VP Atlantic Region



Jacqueline Dickenson
VP Caribbean Region



Monte Burgett
VP Great Lakes Region



Dean Corgey
VP Gulf Coast Region



Chad Partridge
VP Midwest Region



Nicholas Marrone
VP West Coast Region

Editor's note: The following are reports given by UIW Regional Vice Presidents during the August 9 2021 UIW Quadrennial Convention. Due to space limitations, each of the six reports being published have been edited. These same limitations dictated that a seventh report, provided by Alaska Region UIW Representative Joe Vincenzo had to be eliminated in its entirety.

Report of Great Lakes Region Vice President Monte Burgett

Membership in this region has remained strong since our last convention. Even through the recent challenging times, communications for protocols and other measures taken during the initial pandemic were monitored and covered with the members, companies, and union, as we all adapted to the times. Our essential members continued to work through the pandemic, proving again and again that skilled organized labor answered the call.

UIW membership ratified a three-year contract in 2020, bringing yearly wage increases, job security, additional time off and guaranteed health benefits at AmerisourceBergan Service Corporation's Pharmaceutical warehouse.

Members worked around the clock to maintain top-notch standards required from the medical supply industry and delivered as they have always done. Amerisource continues to fulfill several contracts with large, well-known medical companies, creating more UIW jobs.

Dayton Raceway has UIW members working in security officer classifications. This raceway operates a live horse racing track as well as video gaming and food and beverage outlets which are maintained by our brothers and sisters in SEATU. The security officers unanimously ratified a three-year wage reopener early this year which provided yearly wage increases and added holidays. Our security members continue to uphold workplace safety and maintain the industry's regulations.

Supplying grocery stores throughout the entire Great Lakes Region and into the Midwest Region with food, household supplies, and all of our weekly grocery needs are the UIW members at the Kroger Company warehouse in Delaware, Ohio.

UIW members work in a high-paced environment to provide essential needs in the country's communities. A three-year contract was ratified and with the appreciated support from the negotiating committee, the current agreement includes wage increases every six months, vacation security and other work benefits.

When you are in the market for cleaning supplies, buy Brillo products.

Brillo Pads, manufactured by UIW members, are used around the world and they only come from this union shop, located in London, Ohio.

A three-year contract, ratified in late 2020, brought the membership yearly wage hikes, increased vacation for years of service, secured our UIW pension plan, and maintained fair and equal work rules. UIW members at Armaly Brands continue to produce the world famous Brillo-brand products.

Summit Trace Health Care Services for Senior Living Facility in Columbus, Ohio, was most likely our most concerning UIW job site in the Great Lakes region during 2020. Although the work is highly demanding, the membership continued to work in the medical field and are definitely in the greatly appreciated group recognized throughout the country. The union and company worked together to provide appreciation and incentive pay programs which still remain in effect. Negotiations are currently ongoing and we expect to secure the current work rules and bargain in good faith.

Also supplying the entire region with supplies and much-needed goods is the UIW-contracted company, Veritiv, previ-

ously Unisource. This company distributes office supplies and other dry goods throughout the region on a daily basis. The current agreement includes a secured pension plan, four-year wage increases and beneficial work rules. Negotiations are scheduled for the end of this year.

UIW members working at Franklin International continue to prove that organized labor is best while performing this highly demanding job of mixing and delivering sensitive materials. UIW members at this longtime union-contracted company manufacture chemical adhesives, sealants, and caulks, which are used throughout the world. Membership ratified the current four-year agreement in June 2018 which included wage increases, secured pensions, holiday and vacation premiums, as well as many other beneficial workplace guidelines.

In the Ohio political and local labor arena, relations with the Ohio State AFL and Central Ohio AFL remain strong. The UIW continues to be involved in community services, political activities, and recently more pressing workforce programs for union jobs with all of our regional companies.

Report of Gulf Coast Region Vice President Dean Corgey

We have one shop in our region, and I'm pleased to convey good news about the situation there.

Earlier this year, the contract held by longtime UIW employer Portus in Jacksonville, Florida, expired. As many of you know, Portus since 1992 had a stevedoring operation in Jacksonville, which is a major U.S. port. More importantly, they employed more than 130 UIW members.

Fortunately, we saved every single one of those jobs when the new contract was awarded to First Coast Terminals just a few months ago.

But we didn't just settle for the status quo. Since First Coast Terminals took over, we secured top-of-the-line medical coverage for our members through the Seafarers Health and Benefits Plan. Those benefits were explained in detail during a conference earlier this summer at the union hall in Jacksonville.

We also successfully negotiated for wage increases and improved working conditions. At the same time, members maintained their benefits through the UIW Pension Plan, with no break in service.

Members overwhelmingly ratified the new contract July 24 at the union hall in Jacksonville.

Although we would have fought to preserve the members' jobs in any circumstance, our affiliation with the Seafarers International Union proved to be a major asset when First Coast Terminals took over. That's because the company is a subsidiary of SIU-contracted TOTE, so we already had the benefit of solid working relationships and open communication. And we also had the advantage of the employer being familiar with our first-class operation and hardworking membership.

On that note, I commend our members at First Coast Terminals for their consistently tremendous work since our last convention, but particularly during the pandemic. They've played essential roles in helping keep the vital maritime lifeline to Puerto Rico intact. They've also maintained an outstanding safety record for many years, and that's not easy in their line of work.

Elsewhere in our region, we remain active in state labor federations and central labor councils in Florida, Texas, Alabama and Louisiana. We have regularly participated in grassroots activities supporting labor-backed political candidates, and we also teamed up with other organizations to help our members and other people in the community get access to vaccinations for COVID-19.

Looking at the bigger picture, I sec-

ond President Sacco's sentiments about the PRO Act. This legislation truly is the best opportunity for meaningful labor-law reform that we've seen in decades, and it would benefit the entire country. It'll take a big push to get it across the finish line, but I believe that we are collectively up to the task, starting with the AFL-CIO and extending to all of its affiliates, our allies in Congress and in the faith community, and elsewhere.

While it may not seem immediately obvious, the PRO Act could've helped lessen the impact of the pandemic, and it absolutely would be beneficial if and when a future health crisis emerges. That's because when workers have a voice on the job, it invariably improves workplace safety and health conditions. Union representation helps ensure that workers have the right to speak up and demand stronger safety and health protections through collective action.

On another important topic, I believe we are in good hands with the current administration. As many of you know, our union supports political candidates who support America's working families, regardless of party. Nevertheless, the choice was clear in the most recent presidential election, and we're already seeing progress at the national, regional and local levels when it comes to protecting workers' rights, particularly through the various branches of Department of Labor and the National Labor Relations Board.

Last but not least, I commend our union's leadership for having the foresight to conduct this convention online. Under normal circumstances, it of course would be far more enjoyable to meet in person and to experience all the things that accompany a traditional UIW convention.

Unfortunately, we're still not living in normal circumstances, thanks to the pandemic. Prudence dictates that we've chosen the safest option, and I'm personally still glad to see everyone, even in two dimensions.

Report by Midwest Region Vice President Chad Partridge

We just finished up negotiations and ratification of National Railway and Equipment in Mount Vernon, Illinois. It's a very difficult process doing the virtual thing. I'm kind of getting used to it, though.

After weeks of negotiations, it didn't seem like we were getting anywhere, but last week, we came to an agreement and it got ratified over in Wentzville, Missouri. National Director Karen Horton-Gennette came to town and we organized 20 new jobs there with the potential for a lot of growth, I believe.

And, you know, with this COVID, everybody's getting their vaccines over at our shop. So, they're telling me that I can start coming back and doing some servicing and actually get back to meeting our membership.

Report by West Coast Region Vice President Nicholas Marrone

Representatives down in Southern California where most of our facilities are located are Lupe Murillo and Laura Lopez. I cannot say enough about these two wonderful women. They work endlessly in their representative duties among a territory that is hundreds of miles big and they're there day in and day out, handling all the situations that may arise; putting out fires, initiating new opportunities, and continually looking for organizing opportunities.

We have six job sites in our region: Refresco in San Bernardino, Sodexo in Twentynine Palms, Ruvilla in Twentynine Palms, the Queen Mary in Long Beach, Petro Diamond in Long Beach, and Juanita's Foods in Wilmington, California.

The contract at Refresco is going to

Continued on next page

UIW Directory

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Camp Springs, MD 20746
(301) 899-0675

ANCHORAGE, AK

721 Sesame St.
Suite 1C 99503
(907) 561-4988

BALTIMORE, MD

2315 Essex St. 21224
(410) 327-4900

COLUMBUS, OH

2800 South High St.
P.O. Box 07770, 43207
(614) 497-2446

HONOLULU, HI

606 Kalihi Street 96819
(808) 845-5222

HOUSTON, TX

625 N. York Street 77003
(713) 659-5152

JACKSONVILLE, FL

5100 Belfort Rd. 32256
(904) 281-2622

JERSEY CITY, NJ

104 Broadway
Jersey City 07306
(201) 434-6000

JOLIET, IL

10 East Clinton St. 60432
(815) 723-8002

NEW ORLEANS, LA

3911 Lapalco Blvd.
Harvey LA 70058
(504) 328-7545

NORFOLK, VA

115 3rd St. 23510
(757) 622-1892

OAKLAND, CA

1121 7th St. 94607
(510) 444-2360

PHILADELPHIA, PA

2604 S. 4th St. 19148
(215) 336-3818

PINEY POINT, MD

45353 St. George's Avenue 20674
(301) 994-0010

SAN JUAN, PUERTO RICO

659 Hillside St. Summit Hills
San Juan, PR 00920
(939) 204-0337

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

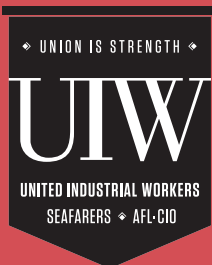
201-3A Altona & Welgunst
Suite 101
St. Thomas, USVI 00802
(340) 774-3895

TACOMA, WA

3411 S. Union Ave. 98409
(253) 272-7774

WILMINGTON, CA

510 N. Broad Ave. 90444
(310) 549-3920



2021 UIW Quadrennial Convention

Reports of Regional Vice Presidents

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expire October 3, 2023. Cott Beverages was bought out by Refresco in 2019, and that's who we had our contract with.... Due to the pandemic, the union was not able to conduct negotiations in person, but eventually the union did get a three-year contract that was ratified September 30, 2020, and became effective October 4, 2020.

Refresco was not affected by the pandemic because of the high demand of their products. As a result, employees had to work longer hours to keep up with the demand. The company gave all employees a \$1 crisis bonus for every hour worked, including overtime, through part of the pandemic, which was from March 22, 2020 through June 2, 2020.

The contract at Sodexo Twentynine Palms will expire September 30, 2022. It was successfully negotiated and ratified as a three-year pact in September 2019, which went into effect October 1, 2019. Sodexo has not been affected by the pandemic and has continued to serve the Marines on a daily basis.... Sodexo has been cooking for the Marines about 19 years, and in 2019 extended their contract for eight years with the food service.

At Ruvilla, another cooking service at Twentynine Palms, the contract is going to expire September 30, 2022. Ruvilla is a subcontractor for Sodexo servicing the Marines on a daily basis and has been there for approximately six years.

Ruvilla is on a year-to-year contract with Sodexo and most likely will continue to work side-by-side with them for the remainder of their contract.

Ruvilla employees were not affected by the pandemic and have been able to work through these trying times.

The Queen Mary was severely affected by the pandemic. This contract expired March 31, 2021. Due to the pandemic, the ship has been shut down since May 2020, and the impact has put our 350 union brothers and sisters out of a job.

Following the forced shutdown, the leaseholder, Urban Commons, filed for bankruptcy. After a lengthy bankruptcy battle in court, a judge decided to give the City of Long Beach control of the vessel. While Long Beach has long-owned the Queen Mary, it has contracted out the management side of operating the ship to various third-party firms over the years and most recently to the Urban Commons Queensway in 2016. The city has not had control over the day-to-day operations since 1978.

Although the Queen Mary's fate is

uncertain, the city seems to be leaning towards the preservation of the ship and one day reopening her doors back up to the public. Long Beach recently approved a \$2.5 million program for maintenance to start on some of the repairs.

The union has had virtual meetings with the human resources department and Jessica Schmidt from Evolution Hospitality, a company that is currently there to oversee the operations once the ship gets back in business.

The City of Long Beach is aware that the Seafarers International Union has been representing the workers for over 30 years and has agreed to continue to do so with the business. They also have agreed that once the Queen Mary is back in business, they will honor the employees' recall rights under the collective bargaining agreement with the UIW.

Petro Diamond is a petroleum operation company located in Long Beach. The current contract is going to expire May 1, 2026. The last accord was negotiated and ratified for a five-year period May 20, 2021. Employees requested a five-year contract just so that they can secure the great medical benefits they currently have. The union was able to negotiate about a 15 percent increase through the next five years, which averages out to be about 3 percent a year.

Petro Diamond was not affected by the pandemic and its petroleum facility has been considered an essential shop.

Juanita's Foods of Wilmington is a Mexican food source supplier. This contract expires September 1, 2023. It was negotiated and ratified as a three-year contract in August 2020, during the tough pandemic time. Juanita's Foods remained opened during the pandemic due to being a food manufacturing plant and a high demand for their products.

The company has considered adding a permanent second shift, but only being seasonal. If all goes as planned, this means more jobs for the union.

Report by Atlantic Region Vice President Joseph Soresi

Despite challenges caused by the pandemic and the overall struggles of the labor movement under the prior administration in the nation's capital, things have gone well in our region.

We have made tremendous progress at Sealy Mattress, which employs nearly 200 UIW members. Those members in November 2020 overwhelmingly ratified a three-year contract featuring various incentive bonuses, a shift-differential pay increase, lump-sum bonuses for

qualified employees, pay raises and pension benefit increases.

We also worked with the company and instituted incentives to get vaccinated against COVID-19, and that program is going well.

Members at another one of our Maryland shops, AMG Resources, also approved a new contract last year. This is a five-year agreement featuring significant pay increases, production bonuses, additional sick leave and a new bereavement benefit.

Similarly, the UIW employees at headquarters and in Piney Point are holding steady with their membership numbers and are working under contracts that call for annual raises while maintaining excellent benefits.

In Virginia, we have postponed negotiations with Plymkraft until the end of the year, but members still received a pay increase based on the existing contract.

We recently wrapped up negotiations with Sodexo and anticipate ratification in the near future, and we're also planning to begin negotiations soon with the Virginia Pilots.

In New York and New Jersey, our membership numbers are essentially unchanged since our last convention. This includes American Casting, Rossmoor Community, CPC Logistics and Vornado.

Rossmoor employees are scheduled for a pay raise next month, and we've got negotiations with American Casting beginning in October.

In Philadelphia, we secured a three-year contract with Soda Rental that includes wage increases, despite their business being especially hard-hit by the pandemic. They stayed afloat using government assistance provided to small businesses and by acquiring new customers from competitors that went out of business.

Our contract at the Spear and Wilderman law firm expires later this year, so we'll begin negotiations soon. Those workers recently returned to the office.

Looking at the bigger picture, we have remained active with our area labor federations and state AFL-CIOs throughout the region. Our motto – "Union is Strength" – applies not just to the UIW, but to the overall labor movement. The more we mobilize together and stand up together, the more we'll win together.

I share the sentiments of our other officials who've spoken about the importance of passing the PRO Act, and I also

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Federation President Passes Away

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Workers of America (UMWA).

There, he led one of the most successful strikes in recent American history against the Pittston Coal Company, which tried to avoid paying into an industry-wide health and pension fund.

Trumka was elected AFL-CIO secretary-treasurer in 1995, and held that post until 2009, when he was elected president.

His commitment to improving life for working people began early. He grew up in the small coal-mining town of Nemacolin, Pennsylvania. Nearly all the men in his family, including his father and grandfather, were coal miners. Trumka followed them into the mines, working there as he attended Penn State and Villanova University Law School.

Acting AFL-CIO President Liz Shuler said, "Rich was a legend, from his early days as president of the

United Mine Workers of America to his unparalleled leadership as the voice of America's labor movement. Rich loved workers. And he knew there was nothing more powerful than workers standing together for a better life.

"If you ever watched Rich at a rally or on a picket line, his face would light up with excitement and hope," she continued. "He never forgot who he was working for. He never forgot who he was fighting for. America's working people were his guiding light for more than 50 years.... We are not done yet. Rich would never allow it. Now more than ever, we must come together, as one federation, to carry out the mission Rich devoted his life to."

UMWA President Cecil Roberts said Trumka "was more than the leader of the American labor movement, he was an unequalled voice for the workers around the world.... Richard and I were partners in leadership at the UMWA for many years, but we were

more than that. He was my brother, he was my friend, he was my confidant."

American Federation of Teachers President Randi Weingarten stated, "Rich Trumka was our brother in the truest sense of the word. His sudden passing is a tremendous loss for the entire labor movement, and for working families across the country. From his first mining job in the late 1960s, to joining the staff of the United Mine Workers of America and eventually becoming president, to his fierce and courageous leadership of the AFL-CIO for more than a decade, Rich fought his entire life for dignity and respect for American workers. He practiced what he preached, and he brought the voices of working people to the forefront of our nation's consciousness with deep humility and an abiding belief in the power of collective action. President Trumka was a beloved colleague and friend, and his legacy will endure for generations."

Reports of Regional Vice Presidents

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agree with their optimism about the Biden administration. We’ve got a real opportunity to gain ground for America’s working families.

Finally, I want to thank UIW President Mike Sacco, Secretary-Treasurer Dave Heindel, National Director Karen Horton, our other regional vice presidents and our representatives for their leadership and hard work these past four years. I look forward to continuing our work together on behalf of the membership, and I’m very optimistic about our future.

Report by Caribbean Region Vice President Eugene Irish

Since the last convention, the UIW Caribbean Region has experienced some hard battles fought, mainly with a government that has the largest portion of our membership. We’ve lost a couple of our members, probably in the 400- to 500-person range. But nonetheless, we

kept fighting and did get some good contracts on behalf of our members that feature great benefits.

We completed negotiations on the contract at the Bureau of Corrections. Currently, we are going through the contract review process. We hope to get it finalized and signed in the near future. In the first year of this accord, members are going to see between a 15 and 38 percent increase and then, thereafter, they’re going to see approximately four percent increase per year.

We’ve had an emergency room physicians’ contract. For the first time in my career with the UIW, the emergency room physicians are finally going to be paid what they’re due. The contract saw an increase in the first year of 22.81 percent to 34.6 percent, with a one percent increase thereafter.

We also negotiated a master agreement. The master agreement is where the bulk of our membership is. We concluded that agreement with language and a wage schedule for non-allied health employees.

The non-allied health employees are the employees that do not work in the medical field. And we have a wage schedule for this in the contract and one for allied health. The non-allied health employees saw an eight percent increase on top of the contract from where their salaries were, and over the course of the contract thereafter, we have a 3.75 percent increase for them and a wage reopener.

The allied health portion of the wages, that pay plan was so screwed up it took us about another year and a half before we could have even straightened it out, but we are very close to completing that.

That’s one of the things I continue to work on. And so far, based on the last proposal that we got from management, I think we will be able to ratify this contract in the next coming weeks.

We also negotiated Port Authority Aviation; it’s been a four-year battle in trying to get this contract negotiated, but we got it done. The members got their monies. The contract itself was just signed about a week ago. And the members should be seeing between a 2.75 and a 5.5 percent increase coming onto the contract ... as well as the annual increases going forward.

We had Cruzan Rum, those members saw between a nine and a 14.8 percent increase over the term of the contract,

which was extended last year. It was extended through 2022.

We also negotiated St. Croix and St. Thomas Gas. That contract saw 3.75 to five percent increases per year.

We negotiated Heavy Materials, who saw a 2.75 to 3.5 percent per year increase throughout the term of the contract. We also negotiated Antilles Gas. We saw a two percent to three percent increase in the first year of the contract with approximately a two percent increase thereafter. Antilles Gas should be scheduled to be renegotiated this year.

We are very close to finishing a contract for Port Authority, Law Enforcement and Fire Department. As a matter of fact, we have ratification scheduled for next week. And then we have the Assistant Attorney Generals and the public health physicians that are still outstanding to negotiate.

The challenge I see going forward for the UIW in the Caribbean Region is going to be recruiting. The people that we lost, we need to recruit and get those people back – get people back into the union because it’s not that the company or the government did not hire new people into these positions; it’s just we’ve been having a challenge getting these individuals signed on.

UIW Pensioners

Steven Anderson Crown Cork & Seal Merkel, Texas	Debra Kapusnick A&E Products Group Ringtown, Pennsylvania
Tina Battaglia American Benefits Plan Admin Weatherford, Texas	Robert Kerstetter Paulsen Wire Rope Herndon, Pennsylvania
Lorna Bucher A&E Products Mount Carmel, Pennsylvania	Benjamin Martinez American Casting & MFG Group Port St. Lucie, Florida
Gary Burke A&E Products Shamokin, Pennsylvania	Ellen Morgan American Benefits Plan Admin Milwaukee, Oregon
Glen Cox Crown Cork & Seal Abilene, Texas	Sofia Oster Queen Mary Long Beach, California
Nora Cruz Queen Mary Long Beach, California	Victor Rodriguez Portus Hialeah Garden, Florida
Dorothy Daniels Plymkraft, Inc. Newport News, Virginia	John Rothermel Paulsen Wire Rope Sunbury, Pennsylvania
Richard Doss Franklin International Columbus, Ohio	Ramon Salcido Queen Mary Signal Hill, California
Janice Driver American Benefits Plan Admin Vancouver, Washington	John Thompson Bron Shoe Columbus, Ohio
Zani Frederick Juanitas Foods Taylor, South Carolina	Timothy Thompson Franklin International Ashville, Ohio
Regino Guerra Crown Cork & Seal Pasedena, Texas	Tommy Thompson Church & Dwight West Jefferson, Ohio
Nanci Gulacy American Benefits Plan Admin Gresham, Oregon	Robert Walshaw Paulsen Wire Rope Selinsgrove, Pennsylvania
Tommy Hand Bron-Shoe Columbus, Ohio	Glynn Watson Coastal Maritime Jacksonville, Florida
Pablo Heredia Juanitas Foods Wilmington, California	Barbara White Armaly Brands London, Ohio
George Jasko Rossmoor Community Monroe Township, New Jersey	Piper White Armaly Brands London, Ohio

Gone But Not Forgotten

ANTHONY BROWN
Brother Anthony Gill Brown, 64, died February 12. Brother Brown donned the UIW colors in 2005 while working at Jacksonville, Florida-based Coastal Maritime. In addition to his normal duties, the Florida native served as Chief Shop Steward. Brother Brown made his home Jacksonville.

MARIO COMPAGNINO
Pensioner Mario Compagnino, 76, passed away April 30. A native of Brooklyn, New York, Brother Compagnino came under the union umbrella in 1982 while working at Progressive Driver Services. Brother Compagnino retired and went on pension in 1998. He made his home in North Point, Florida.

IRENE CUFFEE
Pensioner Irene Cuffee, 95, died June 30. Born in Virginia, Sister Cuffee signed on with the union in 1963 while working at Dixie Manufacturing Co. She began receiving stipends for her retirement in 1991. Sister Cuffee made here home in Chesapeake, Virginia.

GENE DENNEN
Pensioner Gene Dennen, 78, passed away May 28. Brother Dennen joined the UIW in 1974 while working at Church and Dwight. A native of London, Ohio, Brother Dennen went on pension in 2004. He resided in his native city and state.

CHARLES JONES
Pensioner Charles Jones, 74, died May 2. Born in Virginia, Brother Jones signed on with the UIW in 1967 while working at Colonnas Shipyard, Inc. He began receiving stipends for his retirement in 1985. Brother Jones resided in Chesapeake, Virginia.

GEORGE KWIATKOWSKI
Pensioner George Kwiatkowski, 89, passed away April 20. A military veteran, Brother Kwiatkowski joined the

union in 1966 while working at Victory Refrigeration. He went on pension in 1997 and was a resident of Camden, New Jersey.

DABI PERSAUD
Pensioner Dabi Persaud, 87, died May 5. Born in Guyana, Brother Persaud doned the UIW colors in 1993 while working at Center Building, LLC. He began receiving retirement stipends in 2005. Brother Persaud resided in Rego Park, New York.

GEORGE REITENOUER
Pensioner George Reitenouer, 68, died May 24. A native of Bellmawr, New Jersey, Brother Reitenouer came under the union umbrella in 1971 while working at Victory Refrigeration. A U.S. military veteran, he retired and went on pension in 1985. Brother Reitenouer made his home in Holiday, Florida.

FRANK SANTANA
Pensioner Frank Santana, 84, passed away April 9. A U.S. Military veteran, Brother Santana signed on with the UIW in 1972 while working at Delta Marine Supply. He called an end to his career and retired in 1992. Brother Santana lived in New York city.

LEON SHACKLEFORD
Pensioner Leon Shackelford, 84, died April 30. Born in Philadelphia, Brother Shackelford joined the UIW in 1983 while working at Progressive Driver Services. He began receiving stipends for his retirement in 1992. Brother Shackelford was a U.S. military veteran who called Albany, New York, home.

IRIS VENNARI
Pensioner Iris Vennari, 85, passed away May 18. A native of Philadelphia, Sister Vennari signed on with the UIW in 1979 while working at National Fiberstock, Inc. She went on pension in 1994 and resided in her native city and state.



AFL-CIO Elects Liz Shuler as President

Federation Taps Redmond as Secretary-Treasurer, Forms Historic Leadership Team

The AFL-CIO Executive Council on Aug. 20 elected Liz Shuler, a visionary leader and longtime trade unionist, to serve as president of the federation of 56 unions and 12.5 million members. Shuler is the first woman to hold the office in the history of the labor federation. The Executive Council also elected United Steelworkers (USW) International Vice President Fred Redmond to succeed Shuler as secretary-treasurer, the first African American to hold the number two office. Tefere Gebre will continue as executive vice president, rounding out the most diverse team of officers ever to lead the AFL-CIO.

The election of Shuler and Redmond comes after the unexpected and untimely passing of Richard Trumka, who served as AFL-CIO president from 2009 until his death on Aug. 5, capping a more than 50-year career of dedication to America's unions and working people.

"I am humbled, honored and ready to guide this federation forward," Shuler said after her election. "I believe in my bones the labor movement is the single greatest organized force for progress. This is a moment for us to lead societal transformations—to leverage our power to bring women and people of color from the margins to the center—at work, in our unions and in our economy, and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth."

"I could not be more excited to get to work with President Shuler so we can build on the labor movement's legacy of change, writing a new chapter that brings the promise of union membership to workers across this country," Redmond said. "This is the right team at the right time to help bring about the economic and social justice America is hungry for."

"Our country is at a crossroads. Now more than ever, the labor movement is the best vehicle to fight inequality, systemic racism, and attacks on our basic rights and freedoms," said Gebre. "I am honored to work with our historic team led by President Shuler and look forward to fighting every day for working families."

Shuler grew up in a union household—her father, Lance, was a power lineman and longtime member of Electrical Workers (IBEW) Local 125 at Portland General Electric and her



UIW President Michael Sacco (left in photo at left) and then-AFL-CIO Secretary-Treasurer Liz Shuler are pictured at the SIUNA convention in 2017. UIW President Michael Sacco (right in other photo) congratulates newly elected AFL-CIO Secretary-Treasurer Fred Redmond at the federation's headquarters.



late mother, Joyce, worked as an estimator in the company's service and design department. In 1993, Shuler was hired as an organizer at Local 125. When energy giant Enron Corp. tried to muscle electricity deregulation through the Oregon Legislature, Shuler worked with a broad-based coalition of labor, community and environmental activists to challenge and ultimately overcome Enron's powerhouse lobbying campaign, a victory that sparked her passion for mobilizing workers to make change even when faced with overwhelming odds.

In 1998, Ed Hill, then-secretary-treasurer of the IBEW, assigned Shuler to California where she mobilized IBEW members to help defeat Prop. 226, the so-called paycheck protection initiative that threatened to silence union members in the political process. That victory prompted John J. Barry, then president of the IBEW at that time, to hire her as an international representative in the union's Political/Legislative Affairs Department in Washington, D.C. In that role, Shuler ran grassroots political mobilization efforts and lobbied Congress on a range of issues important to working families. In 2004, she was promoted to assistant to

the international president, where she served President Hill, who had succeeded to that position, in driving the agenda of the nearly 1-million member union.

In 2009, she joined forces with Trumka, becoming the first woman elected to the position of secretary-treasurer at an AFL-CIO convention and the youngest woman ever on the federation's Executive Council. As secretary-treasurer, she also served as the chief financial officer, turning deficits into surpluses and steering the federation through multiple fiscal crises, including the COVID-19 pandemic.

In addition to her stewardship of the federation's finances, Shuler led the AFL-CIO's initiatives on the future of work, retirement security, the clean energy economy, public safety reform, workforce development, and empowering women and young workers. She is committed to busting myths about labor, leveraging the labor movement's diversity for innovative approaches to social justice and making the benefits of a union voice on the job available to working people everywhere.

Redmond has been a USW member since 1973, when he went to work at Reynolds

Metals Co. in Chicago. He became active in his local union almost immediately, serving as shop steward and eventually vice president. He served three terms as local president.

For decades, Redmond served the USW in various staff and leadership roles, assisting local unions, developing and conducting training programs, and bargaining contracts.

As international vice president for human affairs, Redmond oversaw the Civil and Human Rights Department, as well as the union's shipbuilding, health care and public sector bargaining, and worked with USW allies across the country in responding to attacks on voting rights and in combating economic inequality. Redmond has a long history of leadership on various boards, including the Coalition of Black Trade Unionists and the A. Philip Randolph Institute. In 2021, Redmond was elected president of the Trade Union Confederation of the Americas, a prestigious international post.

The terms of the three executive officers run through June 2022, when delegates to the AFL-CIO Convention in Philadelphia will elect leaders for new four-year terms.

Shuler: This Could Be the Most Unifying Moment in Labor History

Editor's note: AFL-CIO President Liz Shuler delivered the following remarks after her election:

I recognize both the honor and the responsibility I now have as president. We never thought we'd be here, through a pandemic, so many tragedies and the sudden loss of Rich.

We didn't want this milestone to happen this way. But through your resilience and dedication to our movement, you've just elected the most diverse leadership team in our history.

Key word: team. Fred (Redmond), Tefere (Gebre), me – and all of you. This is just the very beginning of a longer, ongoing discussion about change and the future.

We're going to build a modern labor movement to meet this extraordinary moment. People are hurting and scared. There aren't enough good, sustainable jobs. The middle class has been hollowed out. COVID-19 has amplified longstanding structural inequity. Our systems are broken; the climate crisis is accelerating; technology is changing how work is done. But we want working people to know they can find hope with us.

I believe in my bones that the labor movement is the single most powerful force

for progress and that this is a moment for us to lead societal transformations; to leverage our power to bring women and people of color from the margins to the center at work, in our unions and in our economy; and to be the center of gravity for incubating new ideas that will unleash unprecedented union growth.

We have everything lined up, with a pro-worker administration and Congress. The public is on our side, and workers all across the country are standing up and taking risks. This is our chance. We will meet this moment as one united federation.

In the coming months, we will hone our strategy, sharpen our focus and deepen our capacity.

One thing I'd like to make crystal clear: Affiliate engagement will guide my presidency. It isn't an afterthought. I will seek your guidance and input from the beginning and at every step in decision making, building strategy and how we execute.

We have a lot of opportunities, but we don't want to be too diffuse. That dilutes our effectiveness. Instead, we need to unite around a set of priorities, go after them and be disciplined in our approach. Let's identify and scale what works. And let's be honest

about what doesn't. I'm excited to have those conversations with you.

Because we are at an inflection point, we're building a bridge between our incredible history, our time-honored traditions and a bold, cutting-edge future.

I want every working person in every kind of job to see they can have a place in our movement. We're not a bunch of smoke-filled back rooms. We're open. We're transparent. We welcome Gen Z and millennials in the streets and in the halls of power – organizing at the grassroots and working to advance policy in D.C. and state houses across the country.

It's not an either-or scenario. We can and will walk and chew gum at the same time.

I've been proud to stand with you as we've won national elections and made progress on our Workers First Agenda. Pension relief. Health care. And we will keep pushing for infrastructure, voting rights and labor law reform.

Everything we do will be in service to organizing and union growth. And on that front, you've heard me talk about Action Builder, a digital organizing tool, built in-house from the ground up. We didn't just buy it off a shelf and say, 'Here, use this.' We built it with affiliate unions. And it's democratizing organizing, making it more accessible for people historically left out on the sidelines.

My point is this: Affiliate priorities are federation priorities. And together we are going to be that center of gravity for incubat-

ing new ideas.

I'd like this council to think of itself as an Innovation Committee, and I ask you to bring your experience, diverse perspectives and ideas to this table, to try new things to catalyze breakthrough union growth – and not be worried about whether we fail. It's okay to make mistakes. Mistakes mean we're getting out there and doing something different.

Because labor can bring America together, our movement is where so many walks of life and issues converge.

There's no doubt about our direction. We're moving forward, to a future defined by and for working people. The path we're paving is wide and accessible – everyone included, no one left behind. Our power to get there depends on moving as one, on our unity. And this could be the most unifying moment in labor history. That's up to every person here around our table. And I am so thrilled, Fred (Redmond), to have you on this team. You've earned the respect of this entire movement, taking on tough challenges, from racial justice to organizing, building consensus every step of the way. Thank you for taking on this new role; you will be a great secretary-treasurer and a tremendous partner for Tefere (Gebre) and me as we lead the AFL-CIO forward.

Thank you again to this executive council for the honor of serving as your sixth president. I stand on the shoulders of those who came before me, and look forward to building the future together. Let's get to work!