



# The United Worker

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## Personal Contact, Talking Issues Prevails

*Grassroots Action Triumphs Over Cash, Pro-President Crusades During Off-Year Elections*

*Editor's note: The following article was written by Mark Gruenberg, staff writer, Press Associates News Service. It has been slightly edited to conform to local style.*

Personal contact, with unionists talking about issues that really matter to voters, beat cascades of company campaign cash and anti-worker campaigns from radical candidates in the 2017 off year elections, interviews show.

Progressives by the millions mobilized to vote – and in hundreds of cases, to run and win – in a wave of support for America's working families.

The result was impressive: Pro-worker candidates racked up victories from coast to coast, taking back the New Jersey governorship, retaining Virginia's top three elected offices and temporarily producing a flat tie in legislature's lower house – and electing unionists to the Seattle City Council and dozens of other offices.

And where actual union card-holders didn't run and win, union supporters, including an African-American lieutenant gubernatorial candidate in Virginia and a transgender Virginian and two Latinas, all Democratic state delegate hopefuls, did.

In addition, unions and their allies deep-sixed a corporate-financed effort to call a New York state constitutional convention (abbreviated as ConCon). Had there been such a conclave, workers' rights and other protections would have been in danger, they argued. The proposed ConCon lost by a 4-to-1 ratio.

The election results "marked a major shift in America's political landscape that rebuked the greedy politics of the rich and powerful, and the labor movement was at the center of it all – winning through our issues and electing dozens of union members to office," said AFL-CIO President Richard Trumka. That included 43 in New Jersey alone.



Richard Trumka  
President, AFL-CIO



Daniel Duncan  
Past President, No. Va. Central  
Labor Council



U.S. Rep. Pramila Jayapal  
(D) Washington

"Working people won because our political independence focused on issues, not personalities or party registration. Moving forward into 2018 and 2020, we're ready to boost worker champions no matter the letter next to their name in order to deliver hope and opportunity for millions of working people," Trumka declared.

It's all in the shoe leather, says Daniel Duncan, past president of the Northern Virginia Area Labor Federation. U.S. Rep. Pramila Jayapal, (D-Washington), a strong labor supporter, seconds that motion.

"You've got to take a look at what we did in Virginia last year as well as this year," Duncan elaborated. "Last year, we worked our tails off to elect Hillary Clinton and Tim Kaine and we worked our tails off to also come out with an

unbelievable 53.5 percent-46.5 percent victory" against a right-wing funded effort to write so-called right-to-work law into the state constitution. Virginia is just slightly more than 5 percent unionized.

This year was more of the same, boosted by candidates and volunteers energized to send a pro-worker message, he said. On the last weekend of canvassing in voter-rich Northern Virginia for Democratic gubernatorial candidate Ralph Northam and his slate, "We got 270 people. That's presidential-year numbers," Duncan noted.

Northam won. His running mates, including African-American Justin Fairfax, seeking the lieutenant governor's job, won. The state House initially went from a 66-34 GOP majority to a 48-48 tie with four races still up for grabs at press

time (for various reasons).

And that was just in Virginia.

"All the women, minorities and folks of color inspired people" by both their personalities and their issues, Jayapal told the Progressive Change Campaign Committee. That was particularly true in Washington state's 45th Senate district, where a special election win by pro-worker Democrat Manka Dhingra, an Indian-American, flipped the State Senate.

There's now "a blue wall from Canada to Mexico" of governors and legislatures along the West Coast who can enact pro-worker laws, because Dhingra "emphasized grassroots tactics, mobilized volunteers and was hon-

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## Season's Greetings

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## UIW Members Embark on Difficult Road to Recovery



UIW Shop Steward Samuel Caiphus (right), Juan Santos (center) and Allynton Walwyn of union-contracted Heavy Materials pick up relief supplies at the St. Croix Union Hall in the aftermath of Hurricanes Maria and Irma's recent devastation of the Caribbean territory. The UIW, and the labor movement as a whole, responded to the needs of its membership and other U.S. Virgin Island citizens by donating assorted relief supplies, raising money and establishing a disaster relief fund. For photos documenting some of the havoc the storms wreaked on the islands and a first-person narrative on the current state of affairs in the territory, see Page 3.

# From the President

## Recovery Continues

Our thoughts and prayers remain with our union brothers and sisters as well as the other citizens in the Caribbean region. As you all know, the U.S. territories in the U.S. Virgin Islands (USVI) and Puerto Rico in September both were hard hit by very powerful storms.



Michael Sacco

Hurricanes Irma and Maria, both Category 5 storms at the time, dealt a one-two punch to the islands of St. Thomas, St. John and St. Croix less than two weeks apart. During the same time frame, Puerto Rico escaped the wrath of Irma but took Maria's Category 4 fury squarely on the chin. The destruction in both locations was catastrophic: power grids and communications infrastructure destroyed, water supplies contaminated, and access to fuel reduced virtually to zero. Many residents were left without shelter or food; those who had provisions in most instances had no way of preparing it.

Within days of these cataclysmic events, the UIW, its parent organization the Seafarers International Union, and the labor movement as a whole, responded to the needs of union members and other residents in these areas by providing assorted supplies, raising money and establishing a disaster aid fund (see related story Page 8 of this edition of *The United Worker*). Working in conjunction with the SIU as well as other AFL-CIO unions, the UIW so far has secured and provided generators, food, bottled water, flashlights, batteries, chainsaws, cleaning supplies including disinfectants, and personal hygiene products to those in need in the affected areas.

As this edition went to press, lots of our members in the USVI and Puerto Rico continue to face tough times. Many are still without power or communications, streets are still littered with debris, many still have to wait in long lines to obtain food and water, and numerous schools remain closed (see UIW member **Ruby Ava Wilson's** hurricane aftermath narrative on Page 3 of this edition to get a feel of what life is like in the region).

Progress is being made, even if it may seem slow. Every day, more and more people in all affected areas are starting to pick up the pieces and put their collective lives back together. There's no denying that the journey before them will be long, hard and beset with many challenges. Just know that your union, your parent union the SIU and all other AFL-CIO unions are still in your corner. We will not forget about you nor your plight; we'll stand with you all the way.

### Midterm Elections

On another note, I want to give everyone an early heads-up on the 2018 midterm elections, which take place in November. All elections are important and this one is no exception. The entire U.S. House of Representatives (435 seats), a third of the U.S. Senate (34 Seats), and most governorships will be up for election, along with hundreds of state legislative seats and local offices around the country.

The results of the 2018 midterms will have an enormous impact on the course of U.S. politics for years to come. As an example, the once-a-decade redistricting process will be affected by the results of these elections. In most states, the governors and state senators who win in 2018 will serve four-year terms and still be in office when the redistricting process takes place in 2021 and 2022. The maps they draw for U.S. House and state legislative districts will be in place through 2030. In short, elections all have consequences – some good, some bad. So, I don't have to tell you how important it is to register and exercise your right to vote. Your future –and those of your families and friends and neighbors – depends on it.

### Happy Holidays

It's hard to believe another year has passed, but the winter holidays once again are upon us. As always, I am grateful to our rank-and-file members for their hard work and continuing support.

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

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



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**Midwest Region:** Thomas Orzechowski, vice president.

**West Coast Region:** Herb Perez, vice president.



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## UIW VP West Coast Region Eyes Retirement



UIW National Director Kate Hunt, left, presents UIW VP West Coast Region Herb Perez with a memento for his years of service to the UIW and its parent organization, the Seafarers International Union. Perez will retire effective December 31 following nearly 30 years of dedicated service as a union official for both the UIW and SIU. He received the memento during an Oct. 17 SIU Port Agents Meeting in St. Louis. Attended by UIW/SIU President Sacco, UIW/SIU Secretary-Treasurer David Heindel and port agents from each of the SIU ports, the meeting preceded the 2017 Maritime Trades Department Convention which was held Oct. 19-20.

## Grassroots Action Pays Off

Continued from Page 1

est with the voters," Jayapal said.

Her volunteers included Teachers, Fire Fighters, Laborers, Painters and members of the Operating Engineers. All those unions, plus the state fed, endorsed her. The foes pumped \$10 million into the race against her, news reports said.

That mobilization not only seated Dhingra, but it elected the Washington state labor council's Political Director, Office and Professional Employees Member Teresa Mosqueda to a Seattle City Council seat.

The New York win against the ConCon "is a tremendous victory for organized labor in New York and for all working people," New York State AFL-CIO President Mario Silento said. He called defeating ConCon "the priority issue" for the state fed during the last two years. Initial polls at the time showed 70 percent support for ConCon.

"Our constitution has some of the strongest worker protections in the country including, the right to collectively bargain, unemployment insurance, workers compensation, the eight-hour workday, civil service protections, public employee pension protections and prevailing wage rates. All of those rights will continue to be protected for the working men and women of this great state," he explained.

While they were at it, New York City voters re-elected progressive Mayor Bill di Blasio, who has turned Gotham into a "sanctuary city" and reached new contracts with the city's unions after years of battles with former Mayor Mike Bloomberg over privatization.

And New Jersey returned the governor's mansion to Democratic nominee Phil Murphy, who ran on a platform of raising the minimum wage to \$15 an hour – which Gov. Chris Christie vetoed – more funds for the schools and worker rights.

That cheered American Federation of Teachers President Randi Weingarten. "Phil Murphy and" lieutenant governor nominee "Sheila Oliver are a breath of fresh air: They respect and value the work and voice of educators and believe in the promise of public education for all children," Weingarten said. "They stand with nurses and health professionals fighting for better care for their patients. And they understand ... unions' role in creating growth and the

economic security and opportunity working people need."

Other wins for union allies included the election of the first black mayors in Charlotte, North Carolina (Vi Lyles), St. Paul, Minnesota (Melvin Carter), Framingham, Massachusetts (Yvonne Spicer) and at least six other cities. Spicer is Framingham's first mayor, period. It was a town, run solely by a council.

There was yet another ballot rebuke to anti-worker factions, in Maine. There, voters overturned Gov. Paul LePage's constant vetoes of state participation in the Affordable Care Act's expansion of Medicaid. He's killed participation five times, but voters approved it by almost 60,000 votes, 59 percent-41 percent. Some 70,000-80,000 people will now be eligible for Medicaid coverage.

"I have had clients where Medicaid access could have prevented their illness or their disability or their death. It's heartbreaking," Dr. Jane Pringle told Mainers for Health Care when they turned in the petitions for the vote earlier this year. "With this referendum, we can finally invest in the health of our neighbors who, through no fault of their own, do not have health insurance. Right now, they do not have access to the care that can save their lives or keep them healthy enough to work."

There was one other New Jersey political development that garnered significant attention. On Election Day, Rep. Frank LoBiondo, (R-New Jersey), a longtime friend of the UIW's parent union and a political moderate, decided not to seek re-election next year. In presidential races, his North Jersey suburban district has swung back and forth.

"As some of my closest colleagues have also come to realize, those of us who came to Congress to change Washington for the better through good governance are now the outliers," LoBiondo said. "In legislating, we previously fought against allowing the perfect to become the enemy of the good. Today a vocal and obstinate minority within both parties has hijacked good legislation in pursuit of no legislation."

Through 2015, when the AFL-CIO stopped keeping such tallies, LoBiondo agreed with the federation's position on 54 percent of all votes during his tenure, one of the highest GOP figures in the nation. LoBiondo also is a great advocate of the U.S. Merchant Marine.



The photos on this page, taken by UIW member Ruby Ava Wilson, provide an overview of the damage inflicted by hurricanes Irma and Maria in the U.S. Virgin Islands.

## Member Provides Narrative on Aftermath of Hurricanes

UIW members and other citizens in the U.S. Virgin Islands slowly are making progress rebounding from the destruction levied on the Caribbean territory in September by two Category 5 storms, Hurricanes Irma and Maria.

The USVI was hit as hard as any place in the United States by storms, yet, in terms of media coverage, the devastation there largely has been dwarfed by the damage and death left elsewhere – including Florida, Texas, and Puerto Rico – during this year's hurricane season. As this edition of *The United Worker* went to press, thousands of the country's 103,000 residents were still without power, internet access, cell phone service or the capability to cook food. Many residents have been eating cold, salty, canned meals for weeks.

UIW member **Ruby Ava Wilson**, along with several other members of the U.S. Virgin Islands delegation, were attending the Sept. 19-20 UIW Convention at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland, when Maria, the latter of the two storms, struck their homeland.

Wilson, along with other members of her group, which included UIW Vice President Caribbean Region Eugene Irish, effectively were cut off from their families, relatives and friends. Mercifully, their collective anxieties were somewhat relieved by mid-morning Sept. 19 just prior to when the opening session of the convention was gaveled in. Irish had been able to contact relatives and other acquaintances back home. Based on his address to convention attendees, aside from being shook to their respective cores by Maria's intensity, the families, relatives and friends of each delegation member were none the worse for wear. That's where the good news ended and the story

of devastation began.

The following account of Maria's aftermath, as told by Wilson via text messages to *The United Worker*, provides human perspective on the challenges with which Virgin Islanders continue to cope. Incidentally, Wilson and the other members of the USVI delegation – because of USVI infrastructure issues – were not able to return home until nearly two weeks after Maria hit.

### Wednesday, October 11, 2017 7:34 a.m.

I'm home. I'm reminded of the aftermath of Hurricane Katrina in 2005. Because of the clearance of the trees and how they are thrown everywhere.

### Saturday, October 14, 2017 11:09 a.m.

Good day Jim! Every day is an adventure; learning how to perfect survival. Giving honor to God, for I'm not complaining. I'm going to go in deep with what's going on here. I'm going to send you pictures after I figure how to do it. I'm not computer smart and there's internet only in certain places. I've arrived to a dark house; no electricity and I have no generator. However, generators are reaching the Island, but the stores have doubled, and in some cases tripled the prices. Human nature.

I've adjusted, by doing as much as I can do while (in) daylight, whether at home or at work. It is very hot during the day, so I just wear less clothing. At night it has been very cool and pleasant. Again, problem solved, I'm most bare.

I have no running water due to the pipe attached to house on the outside is busted and being no longer intact has allowed trash in my cistern, therefore my water supply is contaminated. So, I'm hauling gallon bottles of water home to flush daily and to use to wash off with. Update, the

water is cold. I'm at work, just called; gotta go. Will continue later.

### Saturday, October 14, 2017 at 12:25 p.m.

Now, food is another chapter. Since I have no capability to store food, I eat one good meal a day. Many buy ice, but without a generator to run your refrigerator, ice lasts but so long in a cooler. Curfew is 8 a.m.-7 p.m., and lines are so long at certain food places. Certain items are out of stock and now prices have risen. Lines to laundries and certain gas stations are long. Traffic lights are out so I prefer not to be on the roads unless I have to. It's still raining, which slows work but cisterns need to be replenished. Many people have generators and the Governor's curfew (is) to turn them off at 10 p.m. nightly, but not all adhere to that, like one of my neighbors. So, sleep deprivation is on-going with myself and many others. I hope the pictures (offer) an insight on the damage. I have not been west of island, where I hear it's "bad."

### Sunday, October 15, 2017 at 11:14 a.m.

Happy Sunday and praise the Lord for He is merciful and full of grace! Today, as I reflect on things I've seen and heard, I come to understand better as to why Virgin Islanders respond and react as they do.

I'm going to, as best I can, send you a JFL Daily information sheet. Be very tuned into the reading of Department on Human Services. As I drive to take care of my needs, I see how we Virgin Islanders are striving to make the best of horrific circumstances.

Men are cleaning their own lands, women are washing clothes by hand and hanging on lines to dry. Children having to spend their time at their parent's employment, due to no school or day care; **some employees were suspended without pay for two weeks for not showing up to work during Hurricane Maria, no matter what their reasons were at the time.** However, when staffing became short, JFL cancelled their suspension in order to have shift coverage.

People are sharing with each other. A JFL staffer who has generator power and running water is allowing me to come and wash my clothes at her house.

When I returned to work, an SIU member lost her residence and belongings ... living in her car. Someone gave her a place to stay, so I furnished her with bedroom/bathroom/female needs. People are networking together to answer the needs of each other here. The government, on the other hand, is really in self-preservation mode, wanting tourism. I get that, but let's feed the people. All businesses are taking cash only, bank ATMs doing well

with the access fees.

Some people are not getting paid, for they have no job to go to. So, to wait for more islanders to receive power is sick. The number of electric poles down is exceedingly great. No time soon for more residents to get power; businesses are using generators, some businesses are open during daylight hours with their items on sale, taking cash only. Progress is slow and a major factor is due to rain. Today is very rainy.

However, while the grocery stores have food items, people have generators, some have gas stoves, some have grills, others who have no way to prepare meals (like me) can have someone who will cook for them by giving (I leave money in my neighbor's Bible when he's not looking because he will not take it when I offer).

People are outraged by this decision not to release the food cards. For to keep paying for meals at different establishments, we will all go broke. Also, where are people going to be housed now who have no place to go. Yes, schools need to be reopened, but what are you going to do with the people who lost everything? Instead of SOS, my Morse Code is Jesus-Jesus-Jesus!

### Friday, October 20, 2017, 3 p.m.

Well, we now have linemen from the states to come and help us with the electricity/poles/lines. However, some were slightly electrocuted. They were brought to the hospital and returned to duty. The residents had been running their generators and something called "back current" happened. I'm not sure how to explain it. But I'm sure you are aware of what it is.

We also had a theft of 30 generators that just arrived at VI Cargo Shipping. The new owner lost out on this big time. On public radio (someone) stated she had to pay \$150 just to secure the insurance that was applied.

The island as far as the trees, grass, flowers have come back to life. With all the rain, it's green again. There is still trash to be picked up. We are seeing crews now doing major pickup/cleanup. Still a lot to do.

Now the birds and the bees seem to be off-centered. Bees attacking people and birds trying to find food. The bats are eating up what fruits that are left on the trees. Rumor has it that no one can be buried just now because the grounds are so saturated. I'm off this weekend so I'll make the best of it. Thanks for letting me share. I believe it's therapy for me right now!

(See Page 8 for information on an assistance fund that recently was established by the SIU to assist hurricane victims, including SIU affiliates.)



# Employees Receive Recognition for Service to Union

Twenty-eight employees hailing from SIU/UIW Headquarters in Camp Springs, Maryland and the union-affiliated Paul Hall Center for Maritime Training and Education (PHC) in Piney Point, Maryland were recognized in October for their assorted years of service.

By the numbers, two individuals were honored for 40 years of service; two for 35; three for 30; four for 25; one for 20, seven for 15; four for 10 and five for five years, respectively.

Each received certificates and assorted gifts for their respective years of service.



40 Years of Service at Paul Hall Center - David Hammett, left, and Mickey Hayden



35 Years of Service at Paul Hall Center - Jane Lescallett, left, and Lisa Kerr



30 Years of Service at SIU/UIW Headquarters - Daniel Duncan, left, and Debbie Wills



30 Years of Service at Paul Hall Center - Karen Lee



25 Years of Service at SIU/UIW Headquarters - Leah Comer and (not pictured) Sarah Johnson



25 Years of Service at Paul Hall Center - Linda Thompson, left, and Sylvia Texeira



20 Years of Service at SIU/UIW Headquarters - Tiffany Blake



15 Years of Service at SIU/UIW Headquarters - (From left) Sabrina Marshall, James Cook and Gloria Ricks. Also recognized, but not pictured were Tina Corbin, Eric McGuigan, Gunilla Watts and Jonathan Madden.



10 Years of Service at SIU/UIW Headquarters - (From left) Shelia Richardson, Chianta Taylor, Brandie Painter and Suzanne Hildebrant.



5 Years of Service at SIU/UIW Headquarters - (From left) Jessica Norris, Briana Smith, Mike Antrobus and Christina Johnson Sharpe. Also recognized, but not pictured was George Campbell.



Seven employees from the UIW/SIU Claims Department at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland participated in the department's 2017 Halloween Costume Contest. Taking part, above, from left, were: Kim Busby (Cruella De Ville), Becky Howe (It's Raining Men), Wanda Loheed (Scary Scarecrow), Shelby Wood (Rosie the Riveter), Amber Cook, (My Future Husband Tim Rye), Katlyn Peck, (Dark Angel) and Minette Clarke (Forrest Gump). Howe's costume claimed first place honors while Busby and Wood finished in the second and third place positions, respectively.

## Enthusiastic Field Turns Out for Halloween Costume Contests

Seventeen contestants participated in the union's 2017 Halloween Costume Contest.

Ten of the competitors hailed from SIU/UIW Headquarters in Camp Springs, Maryland while and seven more rivaled one another at the union-affiliated Paul Hall Center for Maritime Training and Education and Training (PHC) in Piney Point, Maryland. Although this year's overall field was smaller than those in year's past at both locations, competition was nonetheless extremely heated.

Sandy McDonald's witch rendition landed her first-place honors during the SIU/UIW Headquarters Contest. Finishing in the second and third place

positions respectively were Brittany Gant and TeeTonja Scott. Both dressed as Minions.

Becky Howe's "It's Raining Men" getup impressed judges enough to earn her first-place laurels in the PHC contest. Kim Busby, aka "Cruella De Ville" finished in the second-place position while Shelby Wood, who dressing out as Rosie the Riveter, claimed third.

In the SIU/UIW Headquarter office decorating competition, the Membership Assistance Program office captured top honors. Second place was claimed by the Communication's Department.

Winners at both locations were awarded assorted prizes for their respective achievements.



Contestants in the 2017 SIU/UIW Headquarters Halloween Costume Contest continued a tradition of parading through the cafeteria to show off their getups before their peers during lunch.



Sandy McDonald, left, won first place honors for her witch attire during the 2017 SIU/UIW Headquarters Halloween Costume Contest. Finishing in the second and third place positions respectively were Brittany Gant, left in photo at right, and LeeTonja Scott. Both dressed as Minions.



Ten contestants participated in the 2017 SIU/UIW Headquarters Halloween Contest. The field of rivals, above from left, was comprised of Teresa Zelko (Greek Goddess), Sandy McDonald (Witch), Mark Clements (Guy Fieri), Wanda Swann (Witch), Sidney Allen (Zombie 2) Brittany Gant (Minion), Rebecca Payne (Zombie 1), Hannah Owens (Witch), LeeTonja Scott (Minion) and Anneliese Sonon (Dead Employee).

## UIW Directory

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## Beck Notice

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

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

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

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

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

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

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

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

**4. Amount of agency fee** - As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2016 calendar year, the fee cost associated with this representation amounts to 95.63 percent of the dues amount an employee would pay for that year.

As a result, this would be the percentage applied to the agency fee calculation for the 2017 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2017 and November 30, 2018 will have this calculation applied to their 2017 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2018, your objection must be received by December 1, 2018.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this report free of charge by writing to: Secretary-Treasurer, United Industrial Workers, 5201 Auth Way, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2016.

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

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

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

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

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

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

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

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

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

Sincerely  
David Heindel  
Secretary-Treasurer

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

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

### Union Member Rights

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

- Equal rights to participate in union activities.
- Freedom of speech and assembly.
- Voice in setting rates of dues, fees and assessments.

■ Protection of the right to sue.

■ Safeguards against improper discipline.

**Copies of Collective Bargaining Agreements**: Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

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

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

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

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

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

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

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

### Union Officer Responsibilities

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

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

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

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.

■ Retain the records necessary to verify the reports for at least five years.

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

**Officer Elections**: Unions Must:

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

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

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

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

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

■ Permit candidates to have election observers.

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

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

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

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

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

# Retired UIW VP Caribbean Region Amos Peters Dies

The UIW and the labor movement as a whole earlier this year lost an unwavering advocate with the death of former UIW Vice President Caribbean Region Amos Peters, Sr. The retired union official passed away July 28 at his residence on St. Thomas, U.S. Virgin Islands (USVI). He was 76.

Peters joined the UIW in 1973 while working for the Seafarers International Union of the Virgin Islands which at the time was affiliated with both the SIU of North America and SIU of Puerto Rico. Two years later in 1975, after proving his commitment to the union as well as his raw tenacity, he became assistant area director.

For the next 20-plus years, Peters dedicated himself to a lone goal: doing everything in his power to make the lives of his union brothers and sisters in the USVI better. And he did so, often against long odds and while working with USVI government officials who were often anything but cordial toward the labor movement.

Peters retired Nov. 30, 2001 following more than 25 years of devoted service on the front lines and in the trenches of the union movement in the USVI. During his career, the relentless icon engaged in and won a myriad of battles on behalf of the UIW members throughout the Caribbean region.

"Amos was an extremely hard-working and dedicated official," said UIW President Michael Sacco. "We all hated to see him leave when he retired because he was always ready to go to war for the members in his region. He always put their interests first and foremost. Amos did a tremendous job for us and he will be greatly missed."

UIW Vice President Caribbean Region Eugene Irish, who probably knew Peters better than most, worked and interacted with him for many years.

"My first contact with Amos was in 1996," recalled Irish. "I met him, through a mutual friend, while attending a social event (street party) in St. Thomas.

"During the course of our conversation, he asked me if I had any union experience because he was looking for someone to work for him," Irish con-



Peters addresses delegates and guests during the UIW's 11th quadrennial convention at the Paul Hall Center for Maritime Training and Education in Piney Point, Md. The meeting was held Sept. 11-12, 2001.

tinued. "I told him that I did, because I had worked in human relations and labor relations among other areas. After that initial encounter with him, he asked me on several occasions to come by (his job site) and sit down and talk with him.

"It actually took me three years before I decided to go and talk with him; that was in 1998 or 99," Irish said. "Shortly after that, I went to work for the union. Amos and I worked together for four to five years."

In addition to being a staunch advocate for the labor movement, Irish remembers Peters as a model husband

and father. "Amos was a family oriented guy," Irish said, "and the type of person every man would be proud to model his life after. I learned a great deal from him not only about unions and the labor movement, but also about balancing work with my personal and family life. He was also a fun guy to be around – he joked a lot and always tried to make the work atmosphere relaxed and as enjoyable as possible. Still, he was always very focused when it came to his job and doing it. He was always willing to help union members in whatever way he could by reaching out to anyone in need of his assistance.

"The thing I remember most about Amos was an adage that he said almost on a daily basis," Irish continued. "It was, 'You have to work hard, but you have to play harder.' Amos was a great teacher, a dedicated coworker and a very dear friend. He will be greatly missed."

UIW Vice President West Coast Region Herb Perez worked with Peters in the USVI from 1982 to 1986. "I was vice president and Amos was my assistant vice president," Perez recalled. "Working together, we were able to accomplish many things that the membership really appreciated."

One such triumph came when, after many years of the USVI government's failure to pay wage increases, "we were forced to flex our muscles," Perez said. "We organized all government workers on all three Islands. We held rallies; we went to senators and put pressure on the governor to go before an arbitrator who eventually ruled in the union's favor. He awarded workers \$6 million in back wages.

"That only way we won that battle was by working as team," Perez continued. "And to this day I remember Amos not only as a great friend, but also a great and highly respected leader among his members. He served with honor and he was always by my side, not only to assist me but also to guide

me when I needed it.

"Amos will always be part of my best memories of working with the UIW and Seafarers," Perez concluded.

"I met Amos when I was assigned to help him with various contract negotiations and arbitrations many years ago," said Stan Dubin, SIU/UIW legal counsel. "It was always a pleasure working with him."

"Amos Peters was a tireless labor leader," Dubin continued. "He dedicated his life to his membership. He listened to every gripe and complaint and made each member feel understood and cared for."

"He was also admired by the government officials and politicians he had to work with," Dubin added. "Amos and (the late UIW National Director) John Spadaro worked together constantly. They made the UIW better because of it."

UIW Vice President Atlantic Region Kermett Mangram does not remember when he met Peters, but he clearly recalls the impression Peters had on him.

"I met Amos at an SIU port agents meeting, though I don't remember the year," Mangram said. "But I thought he was a great guy and a good officer."

"We only talked for a short while, but from that interaction it was easy to see how much he loved helping the brothers and sisters in the USVI," Mangram said. "He thoroughly loved the union and his Cruzan Rum (a UIW-produced item). We all will miss him."

Peters is survived by his wife, Marion Peters; two sons, Justin and Amos Jr.; four daughters, Elesta Morton, Kathleen Fleming, Florence Hodge and Tricia Jefferson; and a host of other relatives and friends.

Funeral services were held Aug. 18 at the St. Andrews Episcopal Church, Charlotte Amalie, Virgin Islands. Interment followed at Wester Cemetery No. 1.



Peters receives the commemorative ship's wheel clock award from UIW National Director John Spadaro during his 2001 retirement ceremony in St. Thomas, USVI.



## AFL-CIO Elects Top Officers at 2017 Convention

On Oct. 22, delegates to the AFL-CIO's 28th constitutional convention in St. Louis elected Richard Trumka as president, Liz Shuler as secretary-treasurer and Tefere Gebre as executive vice president. In addition, delegates elected 55 vice presidents – including UIW President Michael Sacco – who will serve as the executive council for a four-year term.

Sacco is the longest-serving member of the federation's executive council.

Trumka begins his third term as president of the AFL-CIO; he first was elected in 2009. Before his election to president, Trumka became the youngest president of the United Mine Workers of America (UMWA) in 1982 and secretary-treasurer of the AFL-CIO in 1995.

Born in the small, coal-mining town of Nemacolin, Pennsylvania, Trumka's commitment to improving life for working people began early. He worked in the mines while attending Penn State and Villanova University law school. Throughout his leadership positions in the labor movement, Trumka has retained a strong commitment to creating an economy based on broadly shared prosperity, and holding elected officials and employers accountable to working families.

"I am humbled and honored for the opportunity to serve the working families of the AFL-CIO," Trumka said. "We are committed to delivering on what we've started – a focused, independent and modern federation that works for working people and fights successfully for our shared priorities. We've come a long way, but we still have work to do."

Shuler begins her third term as secretary-treasurer, the second-highest position in the labor movement. Initially elected in 2009, she became the first woman elected as the federation's secretary-treasurer.

Shuler, a graduate of the University of Oregon, worked her way through the



AFL-CIO President Richard Trumka



AFL-CIO Secretary-Treasurer Liz Shuler



AFL-CIO Executive VP Tefere Gebre

ranks of the International Brotherhood of Electrical Workers (IBEW) beginning at IBEW Local 125 at Portland General Electric in Portland, Oregon, where she grew up. As secretary-treasurer, Shuler has led the federation's efforts to engage with young workers, promote women's leadership, guide the future of work and ensure the federation is on solid fiscal ground.

"Serving as secretary-treasurer of the AFL-CIO has been the greatest honor of my life and I'm confident that together, we will adapt to the challenges ahead and secure the future of our movement," Shuler said. "As we look ahead, we realize the future of our movement isn't far off,

and it won't be easy. But nothing worth doing ever is."

Gebre begins his second term as executive vice president. In 2013, Gebre became the first immigrant, political refugee, black man and local labor council leader elected as a national officer of the AFL-CIO.

Born in Gondar, Ethiopia, Gebre fled state-sanctioned violence and emigrated to Los Angeles as a teenager. A graduate of Cal Poly Pomona, Gebre has devoted his entire life to the values of democracy, justice and helping workers organize to achieve a voice at the workplace. Before coming to the AFL-CIO, Gebre led the Orange County Labor Federation.

As executive vice president, Gebre has focused on building strong labor-community partnerships at the local level through the movement's central labor councils and state federations.

"These are tough times for our country, our movement, and our communities," Gebre said. "But in the face of these challenges, I have hope of a brighter day, a stronger tomorrow and an America with liberty and justice for all. As executive vice president I pledge to do my part, lead with my heart and never stop fighting."

Visit the AFL-CIO website ([aflcio.org](http://aflcio.org)) for detailed coverage of the convention, which ended Oct. 25.

### UIW's Parent Organization Establishes Relief Fund To Assist Hurricane Victims

The UIW-affiliated SIU has established a new fund to assist members and retirees living in areas affected by the recent hurricanes (this includes SIU affiliates). The fund's name is Seafarers Disaster Aid Fund.

To make contributions, donors should go to the SIU home page ([www.seafarers.org](http://www.seafarers.org)), and click on the PayPal link. Contributions may be made using PayPal accounts, MasterCard, Visa, Maestro, Amex, Discover or any corresponding debit card. Please note that contributions cannot be accepted from contracted employers.

If donating by check, those making contributions should make them payable to Seafarers Disaster Aid Fund and mail to: Seafarers Disaster Aid Fund, c/o SIU Secretary-Treasurer, 5201 Auth Way, Camp Springs, MD 20746.

The fund will pay out a maximum of \$500 per person. Information on how to apply will be posted on the website. Unlike prior relief funds set up by the union, the plan is to make the Seafarers Disaster Aid Fund a permanent entity. This should help expedite donations and payments in the future.

## Federation Adopts 'Workers' Bill of Rights'

*Editor's note: Delegates to the AFL-CIO convention unanimously approved the following resolution, titled Workers' Bill of Rights.*

Working people in America will no longer accept economic rules written of, by and for the wealthiest few. We refuse to accept the reality of struggling to make ends meet in the richest country in the world at its richest point in history. We can do better. We must do better. And so we demand rights that ensure we are able, through our work, to lead better lives.

Working people demand the right to come home safely at the end of the day. We demand the right to be paid enough to support ourselves and our families. We demand the right to quality health care, paid time off to spend with family, a schedule that is flexible and fair, and protection from discrimination. Finally, after decades of hard work, we demand the right to retire with dignity and security.

We demand a comprehensive Workers' Bill of Rights. Standing together in unions and working with all who share our values, we will make this bill of rights a reality for all working people.

All working people have the right to:

■ **A Good Job with Fair Wages:** Everyone who wants to work has the right to a good job where we earn a fair return on our work and receive a wage that allows us to support ourselves and our families.

■ **Quality Health Care:** Regardless of income, job or a pre-existing condition.

■ **A Safe Job:** Free from harassment and violence.

■ **Paid Time Off and Flexible, Predictable Scheduling:** To spend time with family or care for ourselves or a loved one.

■ **Freedom from Discrimination:** In hiring, firing and promotions.

■ **Retire with Dignity:** And financial security.

■ **Education:** Public K-12, higher education and career training that advances our knowledge and skills without leaving us in debt.

■ **Freedom to Join Together:** With our co-workers for better wages and working conditions, whether we are in a union or not.

■ **A Voice in Democracy:** To freely exercise our democratic voice through voting and civic participation so that we can make sure our government stands up for this Workers' Bill of Rights.

