

The United Worker

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Union Mourns Passing of Michael Sacco

UIW President Emeritus Michael Sacco died Dec. 28 in St. Louis, surrounded by family members. He was 86 years old and passed away from natural causes.

Mike was the longest-serving president in the history of both the UIW and its parent union, the Seafarers International Union (SIU), having led both organizations from 1988 until his retirement in February 2023 (a period spanning nearly 35 years).

Reaction to his death consisted of a massive outpouring of respect, appreciation, and affection. Among those offering condolences: President Biden; Elaine Chao, a cabinet secretary in two different U.S. presidential administrations (she attended the funeral mass); top officials from the AFL-CIO; rank-and-file union members and pensioners; leaders of other U.S. unions; UIW and SIU Executive Board members; American maritime industry business executives; U.S. military and government officials; and many, many others.

Giving one of the eulogies at Mike's funeral mass (he was a devout Catholic), which took place Jan. 6 in St. Louis, UIW/SIU President David Heindel stated, "Mike was an inspiration to so many people, and not just people from his union. He had that same effect on military officers, government officials, corporate executives and many others. He was one-in-a-million, and he had a way of making you believe you could accomplish anything if you set your mind to it. Make no mistake, he will be remembered as one of the most significant, influential and accomplished maritime labor leaders in our nation's history. I truly do not know if the U.S. Merchant Marine would still exist if it weren't for Mike."

In addition to his work with the UIW, Mike served as president of the SIU's Atlantic, Gulf, Lakes and Inland Waters (AGLIW) beginning in June 1988. He also worked as president of both the Seafarers International Union of North America (a federation of autonomous unions that includes the UIW and the SIU AGLIW) and the Maritime Trades Department (MTD) throughout the same period.

Moreover, in November 1991, at its 19th Biennial Constitutional Convention, Mike was elected a vice president of the AFL-CIO, the federation of 60 national and international unions representing more than 14 million workers in the United States. He eventually became the senior vice president of the AFL-CIO Executive Council as its longest-serving member.

A protege of the late UIW/SIU President Paul Hall, Sacco from 1980 to 1988 directed the SIU AGLIW's Great Lakes and Inland Waters division as vice president. Based in St. Louis, he served as secretary-treasurer of the Greater St. Louis Area and Vicinity Port Council (an MTD-chartered organization) and as an executive board member of the Missouri State AFL-CIO.

Mike also was vice president of the Seafarers Harry Lundeberg School of Seamanship from 1968 to 1979. The school, located on the grounds of the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland, prepares men and women for a career aboard U.S.-flag commercial vessels and provides upgrading opportunities to active members. The school employs UIW members.

He became associated with the SIU in 1958 and shipped aboard U.S.-flag merchant vessels until he came ashore during the 1960s to serve the SIU in a succession of union posts, including those of patrolman,

port agent and headquarters representative.

A native of Brooklyn, New York, Mike served in the U.S. Air Force from 1954 to 1958.

Although his accomplishments as a union official are too numerous to list, highlights included fostering the successful merger of the National Maritime Union into the SIU in 2001; helping secure the implementation of the U.S. Maritime Security Program (MSP), a staple of the industry; insisting that the Paul Hall Center constantly improved; unifying the industry during critical political battles; and individually encouraging every Seafarer, SIU official and staff member he ever met.

Fittingly, Fr. Sinclair Oubre, an SIU member and Catholic priest, helped officiate Mike's memorial service. He also gave a brief eulogy, as did Mike's son John, the latter on behalf of the whole family.

In addition to John, survivors include Mike's wife, Sophie; daughters Valerie Moore, Angela Baker, and Anne Marie Fry; 16 grandchildren and six great-grandchildren; and sisters Ida DiCanio and Marie Sacco.

"Mike was a force for fairness and decency," President Biden said. "While he was a kind and compassionate man, Mike never backed down from a fight when it came to protecting the rights of his fellow merchant mariners and workers everywhere. Our country is stronger and our economy is fairer because of his leadership and devotion. I know his legacy will endure through all the lives he touched."

In a joint statement, AFL-CIO President Liz Shuler and AFL-CIO Secretary-Treasurer Fred Redmond said, "His big personality and even bigger heart were relentless in ensuring that working people had a seat at the table in every boardroom and that their voices were heard in every hall of power. Nobody fought harder for our nation's rank-and-file working people than our Mike. Mike Sacco was a trusted mentor and leader to his members, a dear friend of the AFL-CIO and an inspiration to the entire labor movement. While our hearts break today for this loss, the legacy of Mike's service to the SIU and trade unionism will live on forever."

UIW National Director Karen Horton-Gennette stated, "Mike was such an inspiration to me from the beginning of my career. He was a strong and steady leader for so many of us. I always looked forward to seeing Mike and listening to him speak pretty much anywhere, but mostly at our conventions. He always started with a joke then on to business; when his fist hit that podium, you knew he was making a strong point and he had everyone's attention! Mike really knew how to energize a crowd. His passion filled any room that he was in."

She continued, "The union officials, delegates and stewards left from these conventions by taking Mike's powerful words, guidance and support to heart. He always reminded us of the importance of being part of a union family, and that's something we brought back to our membership across the country. Mike will be deeply missed and never forgotten."

UIW Secretary-Treasurer Tom Orzechowski said, "Countless hours with Mike over the years were filled with 'windshield time.' That is simply the time you spend in a car with someone and talk. Those moments as well as a morning coffee or a drink at dinner were always filled with a lively conversation or story. What I grew to realize over the years is, those in-



UIW President Emeritus Michael Sacco.

teractions were how Mike taught and mentored. His sense of history, knowledge of the industry and life lessons have become invaluable to me as I grow older and face the challenges he spoke of so often. I will certainly miss his insight and keen instincts. His thoughts on family life and strong conviction for the church will always remain at the forefront of any conversation I may have when someone asks, 'What was he like?' He dedicated every day to improvement and had great attention to detail. I will always appreciate the room he gave me to grow as a person and as a union representative. I could go on for pages about the love and admiration that I and so many others have for him, but I think that goes without saying. So many words could be used to describe his career and life, but for me there is only one, and that word is iconic."

UIW Vice President West Coast Region Nick Marrone stated, "Mike is a brother, friend and lifelong companion to me in my union career. I met Mike back in 1975, when I was an 18-year-old trainee in Piney Point.

I was amazed at the way his presence captivated the audience. He had an enormous, enthusiastic and passionate energy about him, a devotion to our union that I wanted to be part of.... Mike's sincerity and integrity was his calling card. You felt comfortable when you met him, and when you talked with him, he made you feel connected. He is a lot of everything that is goodness all rolled up into one wonderful person. He will be missed and I will always remember the good times and memories that we shared together. I bid my brother farewell, on his final voyage. May the warmth of our Lord's eternal love be your guiding light."

UIW Vice President Atlantic Region Joseph Soresi said, "I've been involved with the union since 1989 but have known Mike my entire life. I'll remember how he commanded respect from everybody and yet how he could be at ease with anyone, whether it was the President of the United States or an ordinary seaman. Mike was a giant of a man in the labor movement. No one has ever been more dedicated to the SIU and the UIW."



This group photo was taken early last year in Florida, where Mike had announced his retirement. From left are UIW Executive Board members and SIU officials Nicholas Celona, David Heindel, Karen Horton-Genette, Nick Marrone, Tom Orzechowski, Bryan Powell, Mike Sacco, George Tricker, Dean Corgey, Joseph Soresi and Augie Tellez.

From the President

Remembering an All-Time Great



David Heindel

It's no exaggeration to say I could write a book about UIW President Emeritus Mike Sacco, so there's no way to fully do justice to his career in just a few sentences, paragraphs or pages. But, having worked with Mike for decades, I want our members to know how much he cared about you and how much he loved this union.

Mike was a fantastic negotiator, but he never compromised on the things that mattered most to our members. He believed in you, he was proud of you, and he truly did everything reasonably possible to look out for union members and their families.

Mike was easy to work for in the sense that he was inspirational and he set such a tremendous example by working as hard or harder than the rest of us. Like pretty much any great boss, he could be challenging, too – but only because he demanded our best. Mike believed in second chances and he didn't expect

perfection, but he wasn't someone who listened to excuses. If we made a mistake, he wanted it fixed and he always kept us looking forward, devoting every resource to the union's health and the sustainability of our industry.

I am grateful to have spent so much time with him, and I hope that you'll read his coverage in this edition of *The United Worker*. We will all miss him, but his energy, vision and leadership will live on through all of us in his UIW family.

Union, Yes!

The latest report on union membership from the U.S. Bureau of Labor Statistics reinforces what we in the labor movement have long known. Union members typically enjoy higher wages and better benefits than their unrepresented counterparts in the workforce.

Other reports and studies over the years have concluded that union members generally are more productive than non-union workers, and that union shops have less turnover. This makes sense, because when workers know they've got a true voice on the job, and when they have the security of a union contract, they are bound to be invested in their day-to-day tasks and responsibilities. I think people outside the labor movement also overlook the reciprocal, three-way accountability that comes with union membership. This involves the employer, the union, and the rank-and-file members. Our success is interdependent.

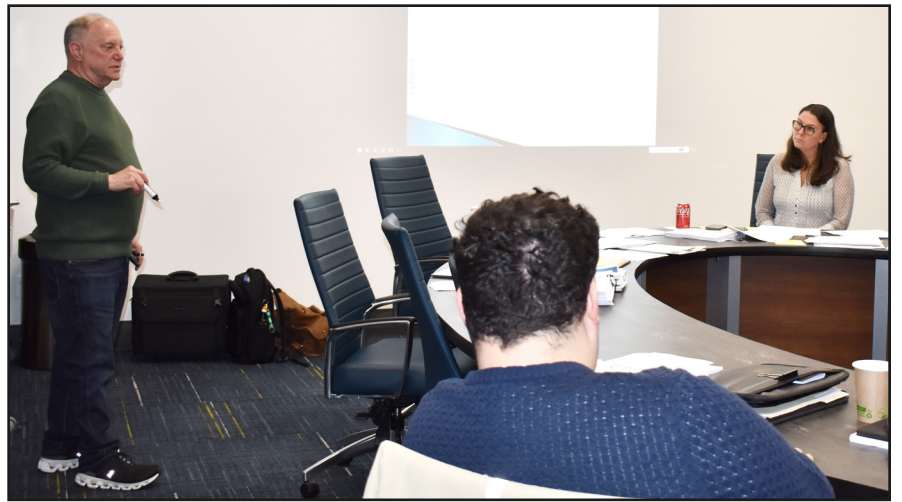
I was pleased to read about an overall increase in union membership this past year and I'm optimistic about our movement's opportunities to capitalize on the pro-worker, pro-union sentiments across the country.

Grassroots Action

Our organization recently mobilized in Maryland to stand up for not only our own jobs but also those of other union brothers and sisters who work in the gaming industry. I appreciate the efforts of our members and officials who braved the bad weather in order to help deliver a critical message. Namely, no government should be shortsighted enough to wipe out thousands of jobs just for the sake of change.

There is no way to overstate the importance of political outreach by UIW. Whatever one's personal view about politics, the bottom line is that decisions made by our elected representatives – at every level of government – affect our livelihoods. That's why we never stop working to promote your work and your vital contributions to not only to the economy but to the communities where we live.

Please keep all of that in mind as we head closer to Election Day. Remember to support the candidates who will support your job, and be assured that UIW will stand behind pro-worker candidates regardless of political party.



National Director Karen Horton-Gennette (right) and Jersey City UIW Representative James Bast (center) listen intently as Associate General Counsel Stan Dubin (left) sets forth some protocols for effectively representing union members.

Representatives from UIW, SEATU Receive Vital Training

Representatives both old and new (to the jobs) gathered at the Paul Hall Media Center in Piney Point, Maryland, for training on Leap Day, Feb. 29. The training occurs as needed when new representatives are onboarded.

UIW Legal Counsel Stan Dubin provided several documents and other resources to help the representatives serve as effective intermediaries between rank-and-file members and their employers. "I really enjoy helping our representatives become better leaders, better representatives, and fully informed of their rights and responsibilities," he said.

James Bast, who has previously attended one of these sessions, said, "Any chance you get to go over the basics and revise what you already know is always good. It's important to dust those cobwebs off."

Bast said he greatly benefitted from having other representatives and experts in the same room so that they could swap stories and share their experiences. Driving the point home with the other representatives' personal anecdotes helped to reinforce the advice given by presenters Dubin, UIW National Director Karen Horton-Gennette, and SEATU Assistant Vice President Todd Brdak.

Horton-Gennette said, "I think that what we're doing here today is very important for the people in this room because we need to set them up for success, not for failure. They're the ones that are out there on the ground dealing with members, (but) they're not lawyers. They've got to think on their feet quick and they need to have our support to teach them how to do that."

She added, "The UIW world is a lot different than the SEATU world. So, although [the subject matter pertains to] grievances, and they're learning the same information, the way that they take this back to their ports and use it is going to be a little different because their contracts are different."

For new UIW representative Dylan Liddle, who is based in Lawrenceburg,

Indiana, this was his first time attending a training session at the school. "It's just interesting to see all the different ways that different ports operate. Learning and getting some of the documentation that other ports utilize to bring back to our port has been super helpful," he said.

Liddle plans to frequently use the "summary of today's visit" forms provided during the training, because he knows they will be useful when it comes to documentation and record-keeping. "I think it helps promote transparency within what we're doing as well," he said.

Anthony Houston, who also serves as a patrolman for the SIU, attended the meeting after taking on the task of becoming a new UIW rep, too. When asked what he found helpful that they learned in the meeting, Houston said, "Believe it or not, everything. I liked the way they set this up; it was very eye-opening for me."

Joshua Rawls, also a patrolman for the SIU, has been a rep for a while, but still attended this meeting to refresh his UIW representative skillset. He had participated in UIW negotiations alongside Horton-Gennette, but this was his first time attending a meeting like this, where procedures and protocols to address issues that may arise between union members and employers were laid out.

Jose Argueta, a UIW rep, appreciated the informative, educational nature of the training, saying, "It all relates to everyday, on the field interactions we may have with our members. This training equips me with more tools for my arsenal when speaking with companies and management personnel."

As the session came to a close, Brdak, who shared a lot of on-the-job experience and advice with the reps attending training, said, "I have full confidence that the new representatives will do a tremendous job representing the employees/members that they will be representing at their local property level."



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Headquarters: David Heindel, president; Tom Orzechowski, secretary-treasurer; Karen Horton-Gennette, UIW National Director.

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, vice president

West Coast Region: Nicholas Marrone, vice president



UIW, SEATU Representatives Sharpen Their Skills



From left, SEATU Assistant VP Todd Brdak, UIW Rep Josh Rawls, UIW Rep Anthony Houston, UIW Rep Dylan Liddle, UIW Rep Jose Argueta, and UIW Rep James Bast.

Brotherhood of Sleeping Car Porters Broke New Ground in Labor Movement

In honor of Black History Month (February), the *United Worker* recalls the story of the first union with a mainly Black membership base that collectively bargained with a major U.S. company and became chartered by the AFL-CIO. According to the Economic Policy Institute (EPI), the Pullman Porters Union, as it was then called, is “an early example of the link between the labor movement and the civil rights movement and how critical labor unions are to protecting the most vulnerable workers.” The UIW’s parent union, the Seafarers, long supported the Pullman workers and officials who comprised the Brotherhood of Sleeping Car Porters.

The Brotherhood of Sleeping Car Porters (BSCP) was founded in New York City in 1925. Pullman’s porters, as they were initially called, consisted of the African-American men employed to be train porters with the Pullman Palace Car Company. Since its launch in 1867, Pullman only hired Black men for the porter role. When railroad travel proliferated after the Civil War and Industrial Revolution, more workers were needed to staff train cars.

The company chose to hire formerly enslaved men because it believed they would be “fully acclimated to servitude and long hours,” according to an exhibit about the union hosted by the Chicago History Museum.

Porters enabled train passengers to have a “full-service luxury experience,” which often entailed performing extraneous duties at a customer’s request. In addition to handling luggage, Pullman’s porters also shined shoes, made beds, and had their days fully regulated with little time to rest.

Pullman had a near monopoly on the construction and operation of passenger trains. This level of ownership allowed the company to exploit its staff, mainly consisting of Black laborers, making them work long hours for poor wages.

According to the Chicago History Museum, many porters were fearful of seeking union membership not only because of company opposition and threats of termination, but also because many of them were formerly enslaved. The newly emancipated individuals saw their roles as porters as opportunities to advance themselves economically. Some viewed George Pullman, the company’s owner, as an ally because his company was one of few at the time who provided employment for them. Although some Pullman porters risked their jobs to join the union, many avoided it to stay employed in the 1920s, when job opportunities for newly emancipated people were slim.

Even so, this novel opportunity did not protect the



Paul Hall, the late UIW president, chats with A. Phillip Randolph at the AFL-CIO convention in December 1967.

workers from experiencing exploitation on the job, nor did it shield them from receiving mistreatment from travelers aboard the trains. At onset, they received wages that were below average for porters during that time and were paid the lowest of any Pullman company role. Pullman porters needed to work journeys with distances tallying 11,000 miles or a minimum of 400 hours a to earn a full month’s pay. These injustices among many others were some of the conditions that inspired the workers to push for unionization.

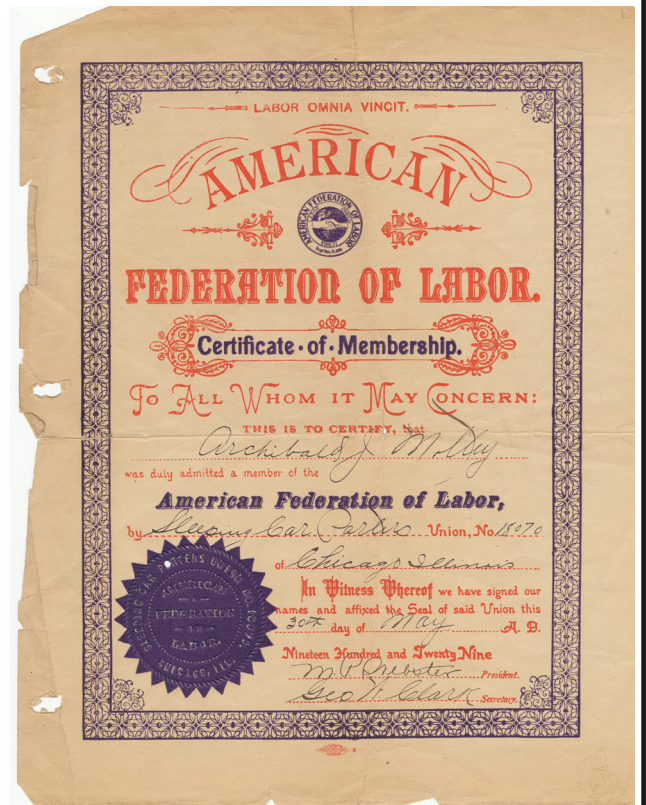
A. Philip Randolph was a labor organizer and civil rights activist that helped to organize Pullman’s porters into the first predominately Black labor union in the United States. He led a 10-year drive to organize the BSCP and was asked to lead the union as its first president (despite not actually being an employee) because of his history of organizing and activism. In fact, according to the AFL-CIO, “Randolph’s primary qualification for the job was his reputation for incorruptibility and the fact that he was not a Pullman Company employee – meaning the company could not fire him or buy him off.”

In 1935, the America Federation of Labor granted the Brotherhood of Sleeping Car Porters a charter, making it the first African American union organization to achieve such certification. The union reached a contract with Pullman Company in April of 1937, after years of

negotiations and resistance (dating back well before the actual charter). In the new agreement, the union members earned a wage increase and were able to cap their working hours at 240 per month.

Though it never had a membership of more than 12,000, the BSCP went on to carry great influence in the labor movement. The union challenged stereotypes about the ability of Black people to successfully organize a union and enabled Black workers to improve their livelihoods during the Great Migration by circulating information about job opportunities in the northern states to recently emancipated peoples migrating from the south.

A. Phillip Randolph went on to become an influential figure in the Civil Rights movement and the most widely known spokesperson for Black working-class interests in the country. In fact, he was the chair of the 1963 March on Washington, where Dr. Martin Luther King Jr. gave his “I Have a Dream” speech. He was elected as a vice president of the AFL-CIO in 1955, and founded the Negro American Labor Council, serving as its president from 1960-1966. He retired as president of the BSCP in 1968 and served on the AFL-CIO Executive Council until 1974. His legacy continues today with the A. Phillip Randolph Institute, which was established in 1968 to promote trade unionism in the Black community.



The photo on the left shows a meeting of the Brotherhood of Sleeping Car Porters in an auditorium. The image on the right shows the certificate of membership in the American Federation of Labor through the Sleeping Car Porters for Archibald Motley, father of Harlem Renaissance artist Archibald Motley Jr. (Photos courtesy of the Chicago History Museum.)



Kids' Christmas Spreads Holiday Cheer at HQ

Holiday festivities brought families together for a fun-filled celebration at the UIW Headquarters in Camp Springs. Children and parents enjoyed a big breakfast, played games, and took pictures with Mr. and Mrs. Claus. Pictured above is one of Santa's elves, who threw everyone a loop by arriving on stilts!





Unanimous Vote Yields New Benefits for Rossmoor Shop

The Rossmoor shop in New Jersey recently ratified their new CBA for 2024. The left photo captures the negotiation committee, Jason Sak (left) and Darrell Larson (right) after announcing the memberships unanimous acceptance of the tentative agreement. Some highlights of the updated agreement include a 17.7% increase to both employer pension contributions as well as on-call/standby compensation, an additional paid holiday (Juneteenth), and three additional personal days a year (which are separate from vacation and sick time).



In the remaining photo are (from left to right) Jesus Maldonado, Albert Patrick, Thomas Fletcher, Brandan Patrick, Antonio Torre, Nicholas Broglio, Jason Sak, Darrell Larsen and Jose Sanchez.

New UIW Pensioners

A.J. Smith
Crown Cork and Seal
Huntsville, TX

Reth Orn
Victory Refrigeration
Philadelphia, PA

Benny McKinney
Crown Cork and Seal
Conroe, TX

Jeff Long
Paulsen Wire Rope Corp
Danville, PA

Thomas Cimino
A&E Products Group
Mount Carmel, PA

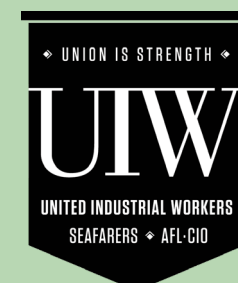
James Wright
Soda Rental Service
Oaklyn, NJ

Alberto Alvarez
Del Monte Corporation
San Pedro, CA

Herman Wagenbaur
Del Monte Corporation
Cordele, GA

Angel Perez
American Casting and Manufacturing
Corp.
Bronx, NY

Amado Carmona
Crown Cork and Seal
Spring, TX



33-00 Northern Blvd Ratifies CBA

In December, UIW members at 33-00 met to vote on a new tentative collective bargaining agreement which was unanimously accepted by the membership. Union members at 33-00 are employed as building porters and lobby attendants/security guards.

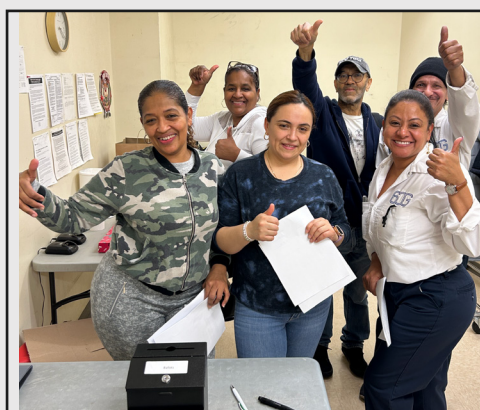
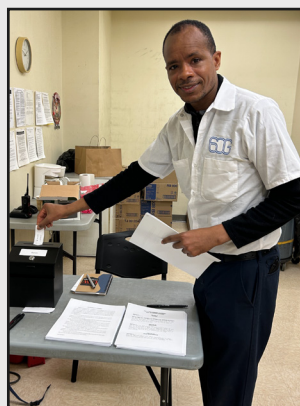
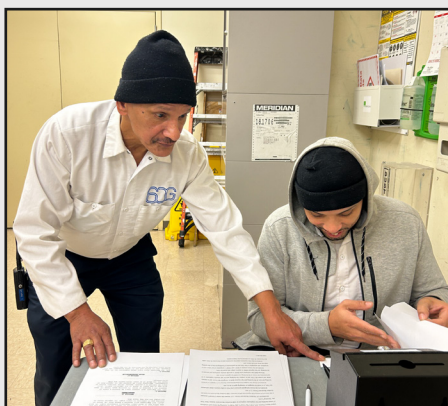
Photos (clockwise from left):

Alberto Ortiz (left) and Christian Rosario review documents before making their decision.

Estanley Martinez submits his vote for the collective bargaining agreement decision.

UIW members pose for a quick photo after ratifying the new collective bargaining agreement. Pictured in the photo on the bottom right are Lizeth Candelo, Dayanna Cedeno, Diana Prieto, Lesly Sanchez, Maria Polanco, Alberto Ortiz.

Alex Lamoult casts his ballot for the CBA in the photo on the bottom left.



Gone But Not Forgotten

MARY ANN CHERNESKY

Pensioner Mary Ann Chernesky, 69, passed away on November 21. She was born in Shenandoah, Pennsylvania. Sister Chernesky became a member of UIW in 1974 while working with A&E Products Group. She worked there until she began receiving her pension in 2004. She resided in Shenandoah.

MARGARITA MORONES

Pensioner Margarita Morones, 85, passed away on October 28. Sister Morones was born in Mexico and she became a member of the union in 1981. She worked at United Food Processors Ltd. until she began receiving retirement stipends in 1991. She made her residence in Los Angeles.

ROBERT CHANDLER

Pensioner Robert Chandler, 84, passed away on December 19. Brother Chandler was born in Amsterdam, New York. He joined the UIW in 1983 and worked at

Progressive Driver Services Inc. until he began receiving retirement stipends in 2001. Brother Chandler made his home in Amsterdam.

JUAN PEREZ HERNANDEZ

Pensioner Juan Perez Hernandez, 76, died on November 24. Brother Perez Hernandez was born in Mexico. He became a member of the union in 2003. He was a long-time employee at Del Monte Corporation until he began receiving his pension in 2010. He made his residence in Los Angeles.

GEORGIA FLYTHE

Pensioner Georgia Flythe, 94, passed away on September 16. Sister Flythe was born in Virginia. She joined the UIW in 1977 and was employed at PlymKraft Inc. She worked there until she began receiving stipends for retirement in 1991. Sister Flythe made her home in Hampton, Virginia.

JACQUELINE BOONE

Pensioner Jacqueline Boone, 70, passed away on November 20. Sister Boone was born in Virginia. She became a member of the union in 1994. She was employed at PlymKraft Inc. until she began receiving her pension in 2009. Sister Boone resided in Newport News, Virginia.

RONALD LONG

Pensioner Ronald Long, 78, passed away on November 14. Brother Long was born in Sunbury, Pennsylvania and he became a UIW member in 1975. He worked at Paulsen Wire Rope Corp. until he began receiving his retirement stipends in 1986. Brother Long made his residence in Selinsgrove, Pennsylvania.

YAO LANGO

Pensioner Yao Lango, 63, passed away on November 21. Sister Lango was born in Thailand. She joined the union

in 1975 and worked for TMI Services Inc. She also worked at Sodexo Management Inc. before she began receiving her pension in 2004. Sister Lango resided in Spring Hill, Florida.

LEONARD FOSTER

Pensioner Leonard Foster, 80, passed away on February 2. Brother Foster was born in Chicago. He joined the union in 1980 and worked for Franklin International Inc. until he began receiving his retirement stipends in 1999. Brother Foster resided in Columbus, Ohio.

DONALD CHRISTIAN

Pensioner Donald Christian, 81, passed away on February 3. He was born in Virginia and became a member of the union in 1974. Brother Christian worked for Sadler Materials until he began receiving pension in 1989. He resided in Charles City, Virginia.

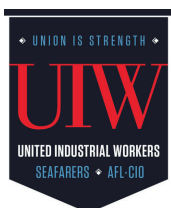
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SIU-CR-2-12-24

Longtime Employees Receive Years of Service Awards

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 Third Street,
Norfolk VA 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

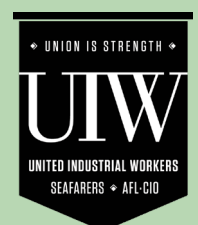
ST. CROIX, USVI
4031 Estate La Grande Princess
Suite 37
Christiansted, USVI 00820
(340) 773-6055

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

ST. THOMAS, USVI
3730 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. 90744
(310) 549-3920



Kimberly Hickey, 5-year awardee and Sec. Treasurer Tom Orzechowski



SIU VP Augie Tellez, 15-year awardee Michele Buell, and Tom Orzechowski



Augie Tellez, 10-year awardees Michelle DeMarr, Ray LaBella, Stephanie McNulty, and Tom Orzechowski.



From left, Augie Tellez, 35-year award winners Stan Dubin and Wanda Swann, and Tom Orzechowski



Augie Tellez and Justin Harley, 20-year award winner (right)



Augie Tellez, 25-year award winner Cynthia Green, and Tom Orzechowski



UIW President David Heindel announces award winners at the Holiday party at Camp Springs.



Pat Vandegrift (left) & Harry Gieske, 35-year award winner



15-year award winners Wanda Loheed, Sarah Thompson, and PaQuita Brooks (left to right)

2023 Years of Service Award Recipients

5 YEARS

Kimberly Hickey
Mornic Weems
Genevra Viens
Jeri Draper
Ray Gaskill, Jr.
Denise Stephens
Dominic Hix
Ashley Combs
Harry Guy
Cameron Dean
Machelle Terry-Courtney
Travis Reavis

10 YEARS

Michelle DeMarr
Marchial Weaver
Ray LaBella
Mark Clements, Jr.
Stephanie McNulty
John Wiegman, III
Emily Boggs
Jessy Sunga
John Wiegman, IV
Carla Ledman
Jeffrey Berry
Steve Marsteller
Kirsten Eversberg

15 YEARS

Dawn Taliford
Latoya Bowie
Michele Buell
PaQuita Brooks
Wanda Loheed
Sarah Thompson
Daniel Hall

20 YEARS

Justin Harley
Denise Woodland
Tushima Frenzen
Robert (RJ) Johnson

25 YEARS

Cynthia Green
John Hetmanski

35 YEARS

Wanda Swann
Stanford Dubin
Harry Gieske, Jr.

40 YEARS

Robert Springer, Jr.



20-year award winners Denise Woodland (left) and Tushima Frenzen.



Pat Vandegrift congratulates 40-year award winner Robert Springer Jr. (right)



From left, 10-year award winners Carla Ledman, John "Jay" Wiegman IV, Kirsten Eversberg, and Jeffrey Berry.



From left, 5-year award winners Machelle Terry-Courtney, Cameron Dean, Ashley Combs, Denise Stephens, and Jeri Draper.



Visiting Hollywood Casino in Perryville, Maryland

UIW officials went to Hollywood Casino in Perryville, Maryland where UIW Business Representative Jordan Esopa (left) introduced UIW Representative Jose Argueta (second from left) and UIW National Director Karen Horton-Gennette (right) to shop steward Bill Hohman (second from right). Hohman started working as a guest safety officer in January 2022 and has served as shop steward for the past year.

UIW Member Retires from Juanita's Foods after 42 Years



Macedonio a.k.a. "Mace" Sanchez has worked for Juanita's Foods since October 1981. After 42 years as a UIW member and production lead, he recently retired in September 2023. Sanchez was a diligent worker who enjoyed what he did and was very well known and respected by his fellow employees.

To celebrate his years of service, he received a Bulova watch (top left photo) and other tokens of gratitude for his time with the company (bottom left photo). In the remaining photo are (from left to right) maintenance manager Jose Luis Garcia, retiree Macedonio Sanchez, Shop Steward Juan Carlos Guerrero, Warehouse Manager Sam Aguilar and HR Director Gabriel Munoz.

AFL-CIO President Liz Shuler on Equal Pay Day

From the AFL-CIO, to which the SIU is affiliated:

For Equal Pay Day—the day in 2024 a woman needs to work until to catch up to what a man made in 2023—AFL-CIO President Liz Shuler issued the following statement:

(Washington, D.C., March 12, 2024)—Today, as we observe Equal Pay Day, we are reminded of the persistent injustice faced by working women across our nation. It is unacceptable that for the past 20 years the gender wage gap has remained largely unchanged as big corporations and the wealthy—along with many Republicans—resisted change. But a new wave of hope and organizing is building in the fight for equality, and the labor movement knows that when working people stand together in a union we have the strength and power to demand equal pay for equal work.

The labor movement plays an integral role in fixing the gender wage gap. Women in unions earn 22% more than nonunion women; for women of color, the wage gap is essentially closed when they have a union contract. And it's better in a union for more than just salary. A union contract also means more protection against harassment, discrimination and other abuses women routinely face on the job, as well as health and safety policies, paid leave, and retirement protections.

We remain steadfast in our efforts to close the gender pay gap once and for all. This means advocating for policies that promote pay transpar-

ency, strengthen anti-discrimination laws and ensure fair wages for all workers. It also means challenging outdated attitudes and norms that perpetuate gender stereotypes and devalue women's contributions in the workforce. Unions are more popular now than they've been in generations because they're the answer in the fight for fairness on the job, paid sick days, child care, equal pay and economic justice for women. We stand in solidarity with women everywhere who are demanding fair treatment and equal opportunities in every workplace.

Additional Information:

- While women who work full time, year-round earn 84 cents for every dollar earned by a man, when part-time or seasonal jobs are included, this number drops to 78 cents.
- Asian American women working full time, year-round are paid 93 cents, and all earners (including part-time and seasonal) are paid 80 cents for every dollar paid to non-Hispanic White men.
- Native Hawaiian and Pacific Islander women working full time, year-round are paid 66 cents, and all earners (including part-time and seasonal) are paid 60 cents for every dollar paid to non-Hispanic White men.
- Moms working full time, year-round are paid 74 cents, and all earners (including part-time and seasonal) are paid 62 cents for every dollar paid to dads.
- Latinas working full time, year-



UIW Business Representative Jordan Esopa (right) with AFL-CIO President Liz Shuler at the NJ Women in Leadership Conference, which took place in early March. Shuler spoke on her own journey to leadership and how she hopes to further strengthen the labor movement.

- round are paid 57 cents, and all earners (including part-time and seasonal) are paid 52 cents for every dollar paid to non-Hispanic White men.
- Black women working full time, year-round are paid 69 cents, and all earners (including part-time and seasonal) are paid 66 cents for every dollar paid to non-Hispanic White men.
- Although women comprise just under half of the workforce in the United States, they make up two-

thirds of the workforce in the 40 lowest-paying jobs, including jobs in the care, service and hospitality industries. Women also experience higher rates of poverty than men.

- Based on this wage gap, a woman, regardless of her race or ethnicity, would lose \$399,600 over the course of a 40-year career, undercutting her ability to provide for her family and save for retirement.