

The United Worker

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Members Ratify Contract at First Coast Terminals



In the above left photo, UIW Shop Stewards Jeremy McFalls and Angelo Webb are pictured after the contract ratification. The photo on the right shows the negotiating committee, consisting of, from left to right: FCT Sr. Ops Manager, Joe Bennett, FCT General Manager, Brad Bishop, UIW Shop Steward Jeremy McFalls, Union Representative Ashley Nelson, Union Representative Eddie Pittman (in front), UIW VP Dean Corgey, FCT President Chris May, and UIW Shop Steward Angelo Webb.

UIW members employed by First Coast Terminals have overwhelmingly approved a new contract featuring substantial wage increases and other gains.

The five-year pact covers approximately 140 members at the company's Blount Island Marine Terminal in Jacksonville, Florida. In addition to calling for wage increases, the contract increases company contributions to the members' pension plan.

Negotiations took place Dec. 12 at the union hall in Jacksonville; members ratified

the agreement two days later, also at the hall.

Representing the UIW leading up to and during negotiations were Vice President Dean Corgey, Shop Stewards **Jeremy McFalls** and **Angelo Webb**, and Representatives Ashley Nelson, Eddie Pittman, Brian Guiry, and Adam Bucalo.

"We have a great relationship with the employer. We sat down like gentlemen and worked things out because that's what our members expect from us," said Corgey.

"Negotiating this agreement wasn't an

easy task; however, Dean kept the ship even-keel and steadfast," said Nelson. "Jeremy and Angelo did an outstanding job representing the membership and voicing their concerns. I appreciate the patience of our membership and them trusting the process."

First Coast Terminals is self-described as "providing safe, reliable, and efficient stevedoring, terminal management and cargo operations services. We operate ... on the 49.5-acre Blount Island Marine Terminal and manage a fleet of 11 container handlers

and a variety of other equipment, as well as the active use of port cranes. ... Our workforce is best-in-class and efficient."

"The First Coast Terminals members that we represent are a very hard-working, efficient group with an excellent record of production. We were able to negotiate a competitive wage package with improved benefits with good faith bargaining," said Corgey.

"It was a win-win negotiation overall, but our members and their families are the true winners."

Successful Contract Negotiations at HQ



Pictured from left to right are UIW Shop Stewards Jasmin Franco and Toni Wills, UIW National Director Karen Horton-Gennette (center), and UIW Shop Stewards Cynthia Green, and Denise Young posing after a successful contract negotiation that took place in late November at the UIW Headquarters in Camp Springs.



The above photos were taken during the First Coast Terminals ratification discussions at the union hall in Jacksonville, Florida.

From the President

Moving Forward as One Team



David Heindel

For several months leading up to Election Day, I periodically suggested that our society as a whole would do well to remember that we are ultimately on the same side, even if we differ about certain governmental policies and preferred political candidates.

With November 5 behind us, the UIW already has been working to promote and protect your jobs as well as the overall American labor movement. Those efforts never end, regardless of who's in office, and they take place at every level of government.

Although the union-endorsed candidate did not win the presidential election, I remain confident in the sound reasoning behind our choice, starting

with many years of having demonstrated unwavering support for workers' rights. A number of UIW-backed candidates did win in the House and Senate, respectively, and those outcomes should help us advance our goals.

If you have paid attention to politics for any length of time, particularly when it comes to the White House, you know that every presidential election is billed as "the most important one of our lifetimes." There's rarely a shortage of fervent support for the main candidates. The stress is real.

Nevertheless, this one felt different, and not in a good way. I respectfully ask all of us, myself included, to take a deep breath and give people the benefit of the doubt. Don't assume the worst about someone just because they don't share your opinion or didn't vote the same way. Whether or not you even decide to talk about politics is up to you, though I've found it more and more difficult to completely avoid the subject in this age of 24/7 connectivity. Judging someone because of how they voted is a different story, and that's something each one of us can in fact control.

Most importantly, I believe we need to move forward and focus on the work that lies ahead. Just like our members pull together on the job to keep things moving on the right course, our brothers and sisters throughout the UIW must work as a team to help preserve the laws and regulations that protect freedom of association, workplace safety, overtime pay, and so much more.

I for one am glad the elections are over, and as we adjust to the incoming administration, I'll remain focused on protecting the jobs and job security of all members. When it comes to workers' rights and freedom of association, we will face some challenges – but we will continue working on your behalf.

Lastly, there have been at least a couple of potentially promising signs with the incoming administration when it comes to rank-and-file workers. The President-elect has nominated a pro-union individual to serve as Secretary of Labor, and, right around press time, he also expressed support for a prominent union (the Longshoremen) in its ongoing negotiations that focus in part on automation.

Congratulations to all of the winning candidates. On behalf of the UIW membership, we look forward to working with you..

AFL-CIO Honors the Legacy of Lilly Ledbetter



Lilly Ledbetter, pictured in 2018 with then-AFL-CIO President Richard Trumka.

AFL-CIO President Liz Shuler issued the following statement on the death of Lilly Ledbetter:

Lilly Ledbetter will forever be remembered as a trailblazing activist whose fight for fairness in the workplace led to the passage of groundbreaking equal pay legislation. We're deeply saddened by her passing but are comforted knowing that her life's work lives on in every woman worker who has refused to accept the unfair status quo.

After nearly two decades at the Goodyear Tire and Rubber Co. plant in Gadsden, Alabama, she learned that she was making thousands less than the men she worked alongside. Over the course of her career, she lost out on more than \$200,000 in wages, plus even more in retirement benefits. She challenged Goodyear's discriminatory actions, eventually taking her case to the U.S. Supreme Court and the halls of Congress. In 2009, then-President Obama signed the Lilly Ledbetter Fair Pay Act, giving women and all workers the right to sue over pay discrimination.

Fifteen years later, there is far more that needs to be done to eliminate the gender pay gap once and for all. Despite the progress women have made in the workplace, the disparity is actually widening: Women working full time, year-round were paid 83 cents for every dollar paid to white men in 2023, compared to 84 cents in 2022. Black women working full time, year-round in 2023 were paid 66 cents for every dollar paid to white, non-Hispanic men, down from 69 cents in 2022. Latinas working full time, year-round were paid just 58 cents for every dollar paid to white, non-Hispanic men; and Native American women just 59 cents. Mothers working full time and year-round make only 71 cents for every dollar paid to full time, year-round working fathers.

The single best tool women have to close the pay gap in their workplace is a union contract. That's why the fight for equal pay must include the fight to protect collective bargaining and the right to form a union, alongside state and federal legislation to ensure every worker is paid fairly, no matter who we are.

Lilly was a true American hero, and we stand firmly committed to continuing her fight and realizing her dream of equal pay for all. On behalf of the entire American labor movement, we thank her for being a champion for equity and fairness, and we send our deepest condolences to her family and all who loved her.

International Solidarity



UIW and SIU officials helped map out vital strategies for the world's seafarers during the International Transport Workers' Federation's (ITF) 46th Global Congress, which took place Oct. 13-19 in Marrakech, Morocco. Pictured at the gathering are (from left) SIU ITF Inspector Shwe Aung, SIU Asst. VP Pat Vandegrift, UIW Secretary-Treasurer Tom Orzechowski, ITF General Secretary Steve Cotton, UIW President David Heindel, ITF President Paddy Crumlin, UIW VP Atlantic Coast Joseph Soresi, and ITF Coordinator Ricky Esopa. Heindel was re-elected to his post as Chair of the ITF Seafarers' Section.



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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



AFL-CIO Announces Dr. Darrick Hamilton as New Chief Economist

The AFL-CIO, the nation's largest labor federation representing nearly 13 million workers, announced today that Dr. Darrick Hamilton will serve as its next chief economist.

"I am thrilled to welcome Dr. Hamilton to the AFL-CIO as our new chief economist," said AFL-CIO President Liz Shuler. "His research on the racial wealth gap and economic justice, visionary scholarship on ideas like Baby Bonds and bold thinking honed in campaign and legislative settings will be an invaluable asset to our work. I look forward to Dr. Hamilton's partnership as we continue the fight to build an economy that works for working people."

As chief economist of the AFL-CIO, Dr. Hamilton will provide expert economic analysis, serve as an advisor and work with staff to develop a progressive agenda for the economic security of all working people and their families, including campaigns and regarding legislative and regulatory policy issues with unions across the federation. He succeeds the late preeminent economist Dr. William Spriggs in the role.

"I am honored to step into the role of chief economist at the AFL-CIO," Dr. Hamilton said. "I follow the giant footsteps of Dr. Spriggs, whose scholarship was seminal to our understanding of the immoral blight of discrimination. His work was focused on empowering workers and promoting fair and inclusive labor markets, values that are the foundation of my work as an economist. I join this rank committed to workers, productivity and a more just

and equitable distribution of labor and economic power. This appointment, at this moment, presents a remarkable opportunity and solemn responsibility to build upon Dr. Spriggs' legacy and advance the union movement—a task for which I am ready."

Dr. Hamilton is a university professor, the Henry Cohen Professor of Economics and Urban Policy, and will continue to serve as the founding director of the Institute on Race, Power and Political Economy at The New School. He is one of the country's leading scholars and economists and has worked to craft economic policy that served as inspiration for legislation at the federal, state and local levels. Dr. Hamilton brings experience advising members of Congress and presidential candidates, including the Biden-Sanders Unity Task Force, and testified before the Joint Economic Committee on public policy to respond to the economic crises created by the COVID-19 pandemic.



UIW Visits NYC for AOTOS Awards



Several UIW members attended the Admiral of the Ocean Seas Awards which took place in NYC this past October to support union official Augie Tellez as he received his AOTOS Award. Pictured above from left to right are UIW Representative Ray Henderson, ITF Coordinator Ricky Esopa, and retired UIW VP Kermett Mangram. In the photo on the left are UIW Representatives James Bast and Jordan Esopa.

Members Ratify Contract at American Casting Manufacturing



In the above left group photo from left to right are UIW member Rebeca Lopez, Shop Steward Juanita Lopez, and UIW members Steven Thorschmidt and Isabel Mangome. In the top right photo, UIW member Steven Thorschmidt votes and in the bottom left photo UIW Member Rebeca Lopez casts her ballot. In the remaining photo on the bottom right, UIW member Isabel Mangome (left) looks on as Shop Steward Juanita Lopez completes her ballot.

UIW Ratifies New Queen Mary Agreement



The 385 UIW members employed with the Queen Mary in Long Beach, California recently ratified a new agreement with a near-unanimous vote. The five-year collective bargaining agreement features significant wage increases, increased pension contributions, a gratuity increase for banquet employees, additional monetary incentives for enhanced skills for cooks and tour guides, and improvements to the bereavement and scheduling sections and the grievance procedure. Additionally, new full-time employees will now receive vacation time after three months, and part-time employees who work on a designated holiday will now receive holiday pay.

The photo at the top left was taken during the ratification meeting.

The bottom left photo shows individuals at the bargaining table. From left to right are Queen Mary counsel Warren Nelson, Sr. Regional Director of Human Resources Darcy Lehmuth, Restaurant Server Angel Ramirez, Cook 1 Mario Mariano, Banquet Server Jose Grajeda, Tour Guide Bill Wood, UIW National Director Karen Horton-Gennette, and UIW Counsel Stan Dubin. UIW Representatives Laura Lopez and Lupe Murillo were also present, but not pictured. Others who assisted in the negotiation process included front desk lead Erin Landa, housekeeper Celeste Giron and housekeeping lead Louis McClain.

The photo below shows Dalia Aguilar, housekeeping manager (left), presenting an award to UIW member Ricardo Morelos, house attendant. Ricardo Morelos has been employed at the Queen Mary since July of 2023 and is receiving a certificate of recognition for being "Employee of the Quarter" for the last quarter of 2024. At the end of each quarter, employees and managers nominate employees who exceed expectations and go above and beyond their regular job duties. The winners, chosen from the nominees by human resources, receive a check, a certificate, and a personalized, engraved award.



St. Stephen's Christmas Charity Event in Columbus



UIW Members from the Kroger Distribution center in Delaware, Ohio participated in the annual St. Stephen's Charity Event. Volunteers from the UIW, The United Way and the Central Ohio Labor Council have been participating in this event for over 15 years. In addition to volunteering, UIW members from this distribution center also provided forklifts and Kroger grocery bags, carts, and non-perishable food items.

The photo on the left shows volunteers bagging items. The center photo shows a gentleman using a forklift borrowed from the UIW-contracted Kroger distribution center for the Great Lakes Region. Pictured on the right are (from left) Central Ohio Labor Council Executive Secretary Jamie Shumaker with Columbus Mayor Andrew Ginther at the charity event.

National Labor Relations Board Rules Captive-Audience Meetings Unlawful



On November 13, the National Labor Relations Board issued a decision in Amazon.com Services LLC, ruling that an employer violates the National Labor Relations Act by requiring employees under threat of discipline or discharge to attend meetings in which the employer expresses its views on unionization. Overruling Babcock & Wilcox Co., 77 NLRB 577 (1948), the Board explained that such meetings—commonly known as captive-audience meetings—violate Section 8(a)(1) of the Act because they have a reasonable tendency to interfere with and coerce employees in the exercise of their Section 7 rights. However, the Board made clear that an employer may lawfully hold meetings with workers to express its views on unionization so long as workers are provided reasonable advance notice of: the subject of any such meeting, that attendance is voluntary with no adverse consequences for failure to attend, and that no attendance records of the meeting will be kept.

The Board articulated several reasons why captive audience meetings interfere with employees’ rights under the Act, thus violating Section 8(a)(1). First, such meetings interfere with an employee’s right under Section 7 of the Act to freely decide whether, when, and how to participate in a debate concerning union representation, or refrain from doing so. Second, captive audience meetings provide a mechanism for an employer to observe and surveil employees

as it addresses the exercise of employees’ Section 7 rights. Finally, an employer’s ability to compel attendance at such meetings on pain of discipline or discharge lends a coercive character to the message regarding unionization that employees are forced to receive. The employer’s ability to require attendance at such meetings demonstrates the employer’s economic power over its employees and reasonably tends to inhibit them from acting freely in exercising their rights.

The Board made clear that this change in the governing standard will be applied prospectively only, to appropriately accommodate the reasonable reliance employers may have previously placed on Babcock & Wilcox.

“Ensuring that workers can make a truly free choice about whether they want union representation is one of the fundamental goals of the National Labor Relations Act. Captive audience meetings—which give employers near-unfettered freedom to force their message about unionization on workers under threat of discipline or discharge—undermine this important goal,” said Chairman Lauren McFerran. “Today’s decision better protects workers’ freedom to make their own choices in exercising their rights under the Act, while ensuring that employers can convey their views about unionization in a noncoercive manner.”

Members Prouty and Wilcox joined Chairman McFerran in issuing the decision. Member Kaplan dissented.

New UIW Pensioners

Maria Castro
Save the Queen LLC
Long Beach, CA

Sofia Oster
Evolution Hospitality
Baltimore, MD

Ana Vargas
Authentic Specialty Foods
Fontana, CA

Michael McGough
Crown Cork & Seal
Cisco, TX

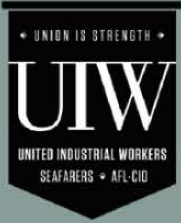
Elaine Stirling
National Fiberstock Inc.
Philadelphia, PA

Maria Rolan
Amer. Casting & Mfg. Corp.
Morovis, PR

Ramon Garcia
Victory Refrigeration
Camden, NJ

Brian Rose
Franklin International Inc.
Danville, KY

Carl Rice
Paulsen Wire Rope Corp.
Berwick, PA



Gone But Not Forgotten

JAMES O’MARRA

Pensioner James O’Marra, 77, passed away on August 28. Brother O’Marra was born in Glens Falls, New York and became a member of the UIW in 1984. He was employed with Progressive Driver Services Inc. until he began receiving retirement stipends in 2002. Brother O’Marra made his residence in Pinellas Park, Florida.

LEODEGARIO LOZANO SANTILLAN

Pensioner Leodegario Lozano Santillan, 73, passed away on July 13. He was born in Zacatecas, Mexico. Brother Lozano Santillan became a UIW member in 1989

and worked at Juanita’s Foods. He began receiving his pension in 2023. Brother Lozano Santillan made his residence in Long Beach, California.

ROBERT KLINGER

Pensioner Robert Klinger, 80, passed away on August 27. He was born in Sunbury, Pennsylvania. Brother Klinger joined the UIW in 1964 and worked at Paulsen Wire Rope Corp. until he began receiving retirement stipends in 1993. Brother Klinger resided in Northumberland, Pennsylvania.

EDITH BROKENSHERE

Pensioner Edith Brokenshere, 80, passed away on September

23. Sister Brokenshere was born in Ashland, Pennsylvania and became a UIW member in 1972. She was employed with A&E Products Group until she began receiving her pension in 2004. Sister Brokenshere made her home in Schuylkill, Pennsylvania.

NORA HOLCOMB

Pensioner Nora Holcomb, 90, passed away on October 18. She was born in Blaine, Kentucky. Sister Holcomb became a member of the UIW in 1978 and worked at Church & Dwight Company Inc. until she began receiving her retirement stipends in 2005. She made her home in London, Ohio.

MILES BENFER

Pensioner Miles Benfer, 77, passed away on October 8. Brother Benfer was born in Beavertown, Pennsylvania and joined the UIW in 1970. He worked at Paulsen Wire Rope Corp. until he began receiving his pension in 1993. Brother Benfer made his home in Sunbury, Pennsylvania.

HUBERT THOMAS

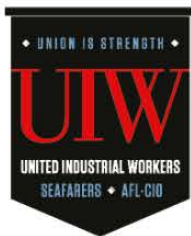
Pensioner Hubert Thomas, 78, passed away on October 29. He was born in Abilene, Texas. Brother Thomas became a UIW member in 1978 and worked at Crown Cork & Seal until he began receiving his pension in 2005. He made his home in Anson, Texas.

Celebrate savings

Celebrate the holidays with union member only discounts. Thousands of union families save money every day by taking advantage of exclusive benefits from **Union Plus**. Join them in accessing all kinds of discounts.



Exclusive discounts for union families



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unionplus.org



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 2023 calendar year, the fee cost associated with this representation amounts to 97.65 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 2025 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2024 and November 30, 2025 will have this calculation applied to their 2024 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2026, your objection must be received by December 1, 2025.

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 Capital Gateway Drive, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2023.

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 Capital Gateway Drive, 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
Tom Orzechowski
Secretary-Treasurer

UIW Directory

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

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606 Kalihi Street 96819
(808) 845-5222

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(713) 659-5152

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Jersey City 07306
(201) 434-6000

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Norfolk VA 23510
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(510) 444-2360

PHILADELPHIA, PA
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(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

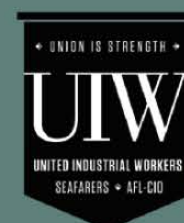
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(340) 773-6055

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



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:

- Conduct elections for officers of national unions or intermediary districts at least every four years by secret ballot.

- 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



Biden Honors Frances Perkins, First Female Cabinet Secretary, with New Monument



A photo of Frances Perkins



Image courtesy of the Frances Perkins Homestead National Historic Landmark site in Newcastle, Maine

On December 16, President Joe Biden honored the nation's first female Cabinet secretary - Frances Perkins - by signing a proclamation to establish a national monument in her honor.

AFL-CIO President Liz Shuler, members of Congress and Administration officials were joined by Perkins' grandson at the Labor Department in a proclamation signing ceremony. During the event, Biden praised the former labor head's accomplishments for workers over her career, including during President Franklin Delano Roosevelt's administration in the 1930s and '40s.

"Over decades of service, she became a fierce defender of unions and workers' rights — an architect of the New Deal," Biden said.

During her career, Perkins fought to establish overtime pay, child labor laws, unemployment relief, workers compensation, a living wage, national health insurance and Social Security, Biden said.

"In fact, during her 12 years in office, she accomplished everything on her list except expanded health care for health insurance," Biden said.

The new national monument is in Newcastle, Maine, where Perkins spent summers as a child and used as a place of respite as an adult, the White House said.

According to a White House fact sheet, "The designation of this new national monument advances President Biden's March 2024 Executive Order to strengthen the recognition of women's history. In addition to establishing the Frances Perkins National Monument, Secretary of the Interior Deb Haaland will announce five new National Historic Landmarks that will increase the representation of women's history in historic sites across America and additional new actions to advance President Biden's Executive Order."

Editor's note: The following information was also provided by the White House:

At a time when few women were in leadership positions and just 13 years after the 19th Amendment granted women the right to vote, President Roosevelt asked Frances Perkins to become his Secretary of Labor. Perkins told President Roosevelt that if she accepted the position, she intended to execute an ambitious plan to protect American workers. Over her 12 years as Secretary of Labor, Perkins accomplished nearly everything on her list and laid the groundwork for the labor policy and social safety net that we continue to build on today.

The new national monument boundary encompasses the 57 acres of the Frances Perkins Homestead National Historic Landmark site in Newcastle, Maine. The Perkins Homestead played a pivotal role in Frances Perkins' life and was the place Perkins felt most at home. She spent her childhood summers there, and returned frequently for respite throughout her

ground-breaking professional career.

Owned by her family for over 270 years, the Homestead remains much as it looked during Perkins' lifetime. The 2.3-acre core area of the Homestead has been donated to the National Park Service and is reserved as part of the new monument, including the Perkins' family home known as the brick house, a barn and outbuilding, gardens, and part of the stone wall surrounding the property. The remaining Homestead landscape extends from the core area to the Damariscotta River to the east, and contains other buildings, structures, gardens, and the paths used by Perkins and her family throughout her life. These lands are currently owned by the Frances Perkins Center which has been managing and preserving them, and they will be reserved and protected as part of the national monument if they are ever donated to the Federal Government in the future.

ADVANCING WOMEN'S HISTORY AND TELLING A MORE COMPLETE AMERICAN STORY

The establishment of the Frances Perkins National Monument furthers the Administration's commitment to recognizing women's contributions to our country. The Biden-Harris Administration has invested more than \$40 million to restore and support sites that recognize and elevate the stories of women who have shaped American history. Today, the Department of the Interior (DOI) is announcing additional new actions that advance the President's Executive Order on Honoring and Recognizing Women's History, including:

- Secretary Haaland is announcing five new National Historic Landmarks, DOI's highest recognition of a property's historical, architectural, or archeological significance. These include:
 1. The Charleston Cigar Factory in Charleston, South Carolina. This new landmark, historically known as the American Cigar Company Building, will recognize the site where cigar factory workers — led by Black women — went on strike for better pay and working conditions, and against gender and racial discrimination on the job.
 2. The Furies Collective House in Washington, D.C. This new landmark recognizes the former home of a group of young activists who created a social and political community credited with recognizing the existence and needs of lesbians in the women's movement in the early 1970s, and who published a newspaper focused on questions of women's identity, relationships, and roles in society.
 3. The Lucy Diggs Slowe and Mary Burrill House in Washington, D.C. This new landmark includes the residence of Lucy Diggs Slowe, the first dean of women at Howard University,

and her partner Mary Burrill. An advocate for educational parity between men and women students, Slowe helped modernize student affairs at Howard and other historically Black colleges and universities (HBCUs).

4. Azurest South in Petersburg, Virginia. This new landmark is designed in the International Style, an architectural style developed in the United States and Europe in the 1920s and 1930s that dominated mid-20th century architecture, by Amaza Lee Meredith, a pioneering Black woman architect.
5. The Peter Hurd and Henriette Wyeth House and Studios in San Patricio, New Mexico. This new landmark recognizes the home and workspace of 20th century Realist painter Henriette Wyeth.

- The National Park Service is announcing a \$500,000 grant from the Historic Preservation Fund to support the renovation of the Seneca Falls Knitting Mill, a part of the Seneca Falls Village Historic District. The Fund's support will enable the National Women's Hall of Fame to expand its programming on women's history and restore the mill, which was one of the few places in Seneca Falls, New York to employ women during its 150 years of operation.
- As directed by President Biden, DOI is releasing a new report on representation of women across sites of national importance, including National Historic Landmarks, national monuments, and national park sites. The report assesses which existing federal sites are significant to women's history and offers opportunities to improve the recognition of women's contributions to our country across the National Park Service, including through the National Historic Landmark program.

BACKGROUND ON ANTIQUITIES ACT DESIGNATIONS

President Theodore Roosevelt first used the Antiquities Act in 1906 to designate Devils Tower National Monument in Wyoming. Since then, 18 presidents of both parties have used this authority to protect natural and historic features in America, including the Grand Canyon, the Statue of Liberty, the Birmingham Civil Rights National Monument, the Pullman National Monument, and the César E. Chávez National Monument.

The Frances Perkins National Monument will be President Biden's 13th use of the Antiquities Act and his fourth new national monument commemorating a site that helps tell a more complete American story. Other designations under President Biden include the creation of the Emmett Till and Mamie Till-Mobley National Monument, the Springfield 1908 Race Riot National Monument, and the Carlisle Federal Indian Boarding School National Monument.