

# The United Worker

The United Worker is also available online at [www.uiwunion.org](http://www.uiwunion.org)

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October-December

2025

## House Passes Pro-Worker Legislation

A bipartisan majority in the House of Representatives on Dec. 11 voted to pass the Protect America's Workforce Act (H.R. 2550), a bill that would restore collective bargaining rights to one million federal workers by reversing a March executive order.

As reported by the AFL-CIO, to which the UIW is affiliated, "With nearly 70% of Americans supporting unions, politicians face a clear mandate to protect workers' rights and the freedom to have a voice on the job. The bipartisan bill, introduced by U.S. Reps. Jared Golden (D-Maine) and Brian Fitzpatrick (R-Pennsylvania), came to the floor for a vote by a rare discharge petition and passed 231-195 with support from Republicans and Democrats. It is the first time the House of Representatives has voted to overturn a Trump executive order during his second term."

AFL-CIO President Liz Shuler stated, "In these increasingly polarized times, working people delivered a rare bipartisan majority to stop the ... unprecedented attacks on our freedoms. We commend the Republicans and Democrats who stood with workers and voted to reverse the single largest act of union-busting in American history."

She added, "Americans trust unions more than either political party. As we turn to the Senate—where the bill already has bipartisan support—working people are calling on the politicians we elected to stand with us..."

A bipartisan companion bill to restore federal workers' rights has already been introduced in the Senate with 48 original co-sponsors, and more than 15 active lawsuits are challenging the administration's executive order in the courts.

A day before the House vote, Golden noted, "President Trump said ending collective bargaining was about protecting our national defense. But in my District, many affected workers build our warships and care for our veterans. These workers make our country safer and stronger every day. America did not vote to silence these workers,

but this bill gives all of us a chance to restore their voices. If the majority we built over the past few months sticks together, we can overturn this union-busting executive order, and we can show America that this body will protect workers' rights."

Fitzpatrick said bipartisan support for the legislation "is a reminder of what this House can accomplish when we honor its purpose and allow the people's will to move forward. A bipartisan majority affirmed that protecting America's security and respecting America's workers are not competing priorities—they are inseparable. Federal workers, many of whom are veterans, are the backbone of our public service. When they have a voice in the decisions that shape their work, our government is more stable, more capable, and better prepared to serve the American people. I'm proud to work alongside Congressman Golden in leading this bipartisan effort."

Golden and Fitzpatrick introduced the bill in April. After months of inaction on the floor, in July they initiated a discharge petition and set to work building support to force a vote in the House. In November, the discharge petition obtained its 218th signature, clearing the threshold to bring the legislation up for a vote.

The executive order, titled "Exclusions from Federal Labor-Management Relations Programs," sought to end



Portraits of U.S. Rep. Brian Fitzpatrick (R-Pennsylvania) (left) and U.S. Rep. Jared Golden (D-Maine) (right)

collective bargaining with unions at the departments of Defense, State, Veterans Affairs, Justice and Energy, and some workers at the departments of Homeland Security, Treasury, Health and Human Services, Interior and Agriculture.

The Protect America's Workforce Act would repeal the executive order outright, and guarantee that the federal government honors any union contract in place at the time it was issued.

Federal workers' bargaining rights already are limited to conditions of employment. Roughly one-third of all federal workers in unions are veterans.

## UIW Members Spread Holiday Cheer in Jersey City



UIW and SIU personnel gathered at the hall in Jersey City, New Jersey for a holiday celebration. Among those pictured are UIW VP Joseph Soresi (front row, left), retired UIW National Director Kate Hunt (front, fifth from left, in light-colored top), and UIW Representative Jordan Esopa (front, fourth from right).

## Federal Worker Cuts Finally Show Up in Jobless Stats

Massive federal worker firings are finally starting to appear in the nation's unemployment statistics.

Delayed by the 43-day partial federal shutdown, the jobless data for October and November showed the private sector claimed to create 121,000 new jobs in those two months, roughly evenly split between them.

But 168,000 federal workers joined the U.S. unemployment rolls in October alone, and another 6,700 did so in November. That brought federal employment, not counting the U.S. Postal Service, down to 2.151 million.

And though the USPS was entering its busy holiday season, it also shed jobs: 1,200 in October before reclaiming half of them in November. It employed 592,500 people at the end of the two months.

The federal jobless cuts drove the unemployment rate among all government workers—federal, state and local—from 1.6% (372,000) in November 2024 to 2.7% (613,000) in November 2025.

The overall U.S. jobless rate in November 2025 was 4.6%, up from 4.4% in September. There were no October numbers because of the shutdown, which made that survey collection meaningless, the Bureau of Labor Statistics said.

By contrast, the national jobless rate in November 2024 was 4.2%. There were

7.6 million jobless people nationwide then, BLS calculated—and 7.83 million this past November.

"People are struggling to put food on the table and pay their rent, groceries and more," AFL-CIO President Liz Shuler stated. "The administration's economic policies are hurting workers, but they sure help the billionaires and corporate CEOs who are raking in more profits than ever."

October marked the first month federal workers lost the initial buyouts which Office of Management and Budget Director Russell Vought strong-armed them into accepting. Furloughs with pay, which were really firings—thanks to Vought and multibillionaire Elon Musk—occurred in the spring. The buyouts expired September 30; they may start up again after January 30.

The temporary money bill to keep the government going ended the shutdown, but also preserved the massive cuts in Medicare, Medicaid and food stamps, and the end of federal tax subsidies for clients of the Affordable Care Act's exchanges. That funding measure, called a continuing resolution, expires January 30. So does its moratorium on further federal firings.

And ACA health care premiums could double or more. Those ACA subsidies ceased on December 31.

## From the President

### Year of Progress



David Heindel

As another year draws to a close, it's natural to reflect on what we've experienced and where we're headed. The holiday season also brings opportunities to express gratitude, to celebrate our collective strength, and to renew our commitment to one another and to the principles that unite us as union brothers and sisters.

This season reminds us that we are part of something larger than ourselves. UIW members workably handle a wide range of occupations, each very important to the economy and the respective local communities. To our brothers and sisters who will spend parts of

the holiday season working, please know that you are not forgotten. Your union, your families, and your fellow members stand with you in spirit, proud of what you represent and the sacrifices you make.

Even though we're not quite at the end of 2025 as of this writing, it's safe to say this has been a year of both progress and challenges. We've continued to strengthen our contracts, improve safety and training, and advocate for policies that protect America's working families. But progress doesn't happen automatically, and you are a crucial part of our success. Your professionalism and reliability are the foundations of our strength. This is especially valuable when we're communicating with members of Congress and the administration, and with state and local politicians who affect your livelihoods.

As you celebrate this season – whether you mark Christmas, Hanukkah, Ramadan, Kwanzaa, or simply the turning of the year – take pride in what you've accomplished. You've earned it. And as we turn the page to a new year, let's carry forward the same resolve that defines us: to protect our rights, to honor our profession, and to keep building a stronger future for all union members.

On behalf of the entire UIW leadership team, I wish you and your families peace, health, and happiness in the year ahead.

#### Protecting Workers' Rights

As this edition went to press, the U.S. House of Representatives voted to pass the Protect America's Workforce Act – legislation backed by the UIW and the labor movement as a whole that would restore collective bargaining rights in much of the federal sector.

Regardless of the bill's ultimate fate, I was glad to see bipartisan support for the legislation as the House finally took it up (the bill was introduced in April). People of all political parties and persuasions support unions. This particular bill would overturn an executive order and restore the bargaining rights of more than one million federal workers.

There are 48 Senate cosponsors for the Protect America's Workforce Act. I do not know the viability of persuading enough legislators to cross party lines, but I know the effort will be there, to the maximum.

Meanwhile, I could not possibly disagree more strongly with the assertion that collective bargaining rights weaken national security (the premise of the executive order). In fact, the opposite is true. Federal-sector workers, including members of our parent union (specifically, the SIU Government Services Division), are dedicated patriots, and they deserve the right to choose union representation.

Whether it's via the courts or the halls of Congress or both, permanently restoring federal workers' collective bargaining rights is a top priority of the labor movement. We'll do our part to help advance the bill, and we'll keep you posted.



## The United Worker

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**West Coast Region:** Joe Vincenzo, vice president



## Labor Caucus Proposed High Fines Against Corporate Law Breakers

*Editor's note: The following article was provided by the Press Associates union news service. It has been edited for local style.*

Trying to close a big hole – lack of meaningful penalties – against employers who break labor laws, including the right to organize, job safety laws and overtime pay laws, the Congressional Labor Caucus proposes high fines for all those violations and more.

While the Let's Protect Workers Act, unveiled on Dec. 9, will not go anywhere in the current Congress, it lays down a marker for the future. That's what happened with the current unpaid Family and Medical Leave Act (FMLA) more than 20 years ago.

U.S. Rep. Rosa DeLauro (D-Connecticut) first proposed that FMLA. It initially did not advance, and then later was passed by a Democratic Congress but was vetoed. On a subsequent try, with Bill Clinton in the White House, lawmakers enacted it and he signed it.

This legislation's significant fines – five figures in many cases, and that's per violation – may signal a change in assumptions behind labor legislation. Ninety years of experience shows the old assumptions are wrong.

Ever since the National Labor Relations Board was established in 1935 during the New Deal, the assumption behind labor laws is to push labor and management to bargain together, avoiding “industrial strife,” to use the New Deal phrase, and violations would be rare.

Instead, they're common and they've been deliberate, with the aid of “persuaders,” aka union-busters.

Civil rights laws have much higher fines, and sometimes jail terms, because the assumption is law-breaking firms and individuals intend to break them. For years, Teachers/AFT President Randi Weingarten has argued labor laws should be treated like civil rights laws – with that assumption.

The higher fines are a step in that direction.

The biggest potential fines, although the legislative language skillfully plays that prospect down, would be levied against bosses who break the National Labor Relations Act during union organizing drives and afterwards, by illegally spying on, threatening, disciplining and firing pro-union workers.

That's because not only would fines be \$50,000 per offense, but they could be lev-

ied not just against the law-breaking companies but against their officers, directors and managers as individuals.

And the National Labor Relations Board would be empowered to levy additional fines – amounts not specified – for wrongdoing.

The legislation would also impose a sliding scale of fines against the firms which break the National Labor Relations Act, with the sums to be determined depending on their “size, the gravity of the actions of the employer, including their impact on the charging party ... the history of previous unfair labor practices, and the public interest.”

Current labor law has small fines which don't deter law-breaking firms. But when they are forced to pay, it's “net back pay”: what the boss owes, minus any earnings the harmed worker garnered while waiting for a decision. That changed under the Biden administration to back pay plus repayment of maxed-out credit cards, skipped auto loans, foregone health care and other expenses to keep alive. The current administration changed it back.

The AFL-CIO-led unions and allied groups backing the Let's Protect Workers Act include The Communications Workers, the National Consumers League, the Teachers/AFT, the Child Labor Coalition, the Machinists, the Economic Policy Institute, Family Values@Work, the Smart-TD Union, the National Employment Law Project, the Service Employees, the Transport Workers, Unite HERE and the United Auto Workers.

“Far too often, bad employers break our labor laws by violating safety standards or retaliating against workers for union organizing, and yet they get off with a mere slap on the wrist,” said Reps. Donald Norcross (D-New Jersey), Debbie Dingell (D-Michigan), Steven Horsford (D-Nevada), and Mark Pocan (D-Wisconsin). “We're introducing legislation that would finally establish meaningful penalties to protect workers and hold bad actors accountable. Every day, working people bravely organize for fairer workplaces, and lawmakers need to have their backs.”

Pocan is a member of the Painters, Norcross led the Southern Jersey Building Trades Council, and Horsford was a top official with Unite HERE Local 226 in Las Vegas. U.S. Rep. Bobby Scott (D-Virginia), top Democrat on the House Education and the Workforce Committee, is also a sponsor.

# CONGRESSIONAL LABOR CAUCUS

Image courtesy of laborcaucus.house.gov

# Faye Best Retires After 14 Years

After over a decade of service, UIW member and beloved cook and cafeteria worker Faye Best has retired from her role at UIW Headquarters in Camp Springs, Maryland, where she has worked since 2011. Employees showed their gratitude for her years of steadfast service-with-a-smile with a celebration on October 31, her last day. Clockwise, starting from the top left is Best posing before the 'Happy Retirement' banner. In the top right, Best's fellow galley staff made a candy-themed going-away letter, perfectly timed for Halloween. Below (right), UIW member Mornic Weems says a few words in Best's honor. The bottom center photo shows guests at the celebration and Best's retirement gifts. In the bottom left photo, Secretary-Treasurer Tom Orzechowski (at left) congratulates Best (center) while her son Bryant Best (at right) looks on.



# Preparing for Flu Season at Piney Point

Near the end of October, union members received their immunizations to stay protected in preparation for the upcoming flu season, as is the annual tradition. From left to right the members pictured are Cindy Springer and Steve Marsteller. PHC Assistant Director of Training Wayne Johnson Jr. is receiving his shot in the photo on the right. Doctor Antwan Proctor is pictured at right in all the below photos.



# SIH Christmas At Sea Satchel Packing Day



During Thanksgiving weekend, volunteers working with Seafarers International House (SIH) participated in Christmas At Sea satchel packing day, where they gathered to fill bags with winter essentials (hoodies, shirts, socks, gloves, hats, scarves, snacks) to be given to seafarers throughout the ports of Newark, New Jersey.

In the top left photo from left to right (starting third from left) are UIW Representative Jordan Esopa, and a member of the UIW's affiliate union SIU Michael Penkwitz, and SIH Social Worker Michael Bradford. The bottom left photo shows Esopa and SIH Executive Director Reverend Marsh Luther Drege posing in front of a stack of satchels prepared by the volunteers.

# UIW Piney Point Does Halloween



The photo above shows UIW members who work in the Claims Department of the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland and who participated in their annual Halloween costume contest. From left to right, the participants were Madison Davis (Chipette #1), second-place contest winner Shawn Werfel (Rip Carver), Ashlyn Nichols (Chipette #2), first-place contest winner Denise Woodland (Cruella de Vil), Kirsten Eversberg (American Girl doll, Kirsten), Anna Buckler (Forrest Gump), Minette Clarke (xylophone), and third-place contest winner winner Becky Howe (Princess Fiona).

The department also pioneered its first pumpkin decorating competition this year, and the staff's creations are shown in the photos on the right. Clockwise from the top left are Alexis Ziwak's "pretty blue" pumpkin, Anna Buckler's Cruella de Vil and dalmatians pumpkin, Erica Escobar's haunted house pumpkin, and Becky Howe's frog pumpkin.



# UIW Members Volunteer to Keep St. Mary's County 'WARM'



Volunteers from the UIW-contracted Paul Hall Center in Piney Point, Maryland spent November 28 feeding those in need in St. Mary's County via the 'WARM' program. Participants included UIW member Robert Johnson (back row, right), his son Andrew Johnson (front row, center), UIW member Sarah Thompson (back row, far left), and Howard Thompson (back row, center). The 'WARM' program, which stands for "Wrapping Arms Around Many," is a winter emergency shelter for the homeless, operated by the county's government and several local human service agencies and faith-based organizations. Throughout the season, these organizations work to provide those who use the shelter with warm meals. SIU VP Pat Vandegrift (not pictured) was also happy to lend his assistance to this worthy cause.

From approximately November to March, the St. Mary's County WARM program provides a safe place to sleep at church host sites (which rotate weekly) for those in need, as well as dinner, and breakfast. Additionally, the program provides a way to connect its guests with other services, like case management.

Community volunteers help with transportation, registration, and hosting duties, but those interested can also provide assistance by helping with meal preparation or by making monetary contributions.

## New UIW Pensioners

Jesus Perez  
Del Monte Corporation  
San Pedro, CA

Victor Alvarez  
Del Monte Corporation  
Wilmington, CA

David Nicholls  
Crown Cork & Seal Inc.  
Holland, TX

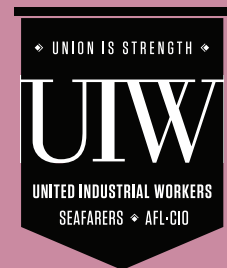
Renee Keller  
Crown Cork & Seal Inc.  
Janesville, WI

Sharon Locke  
Sodexo Management Inc.  
Dale City, VA

Miguel Jimenez Echeverria  
Del Monte Corporation  
Wilmington, CA

Karen Harris  
Plymkraft Inc.  
Newport News, VA

Joanne Vaughn  
A&E Products Group  
Ashland, PA



## Gone But Not Forgotten

### GABRIEL PANIAGUA

Pensioner Gabriel Paniagua, 47, passed away May 15. He was born in Los Angeles. Brother Paniagua became a UIW member in 2007 and worked at Juanita's Foods until he began receiving his pension in 2017. He resided in Spring, Texas.

### JULIO NIEVES

Pensioner Julio Nieves, 79, passed away September 14. Brother Nieves was born in Mayaguez, Puerto Rico. He joined the UIW in 1969 and was employed at American Casting and Manufacturing Corp., where he worked until he began to receive retirement stipends in 1991. Brother Nieves made his residence in Archer, Florida.

### ANDREW PAVELKO

Pensioner Andrew Pavelko, 82, passed away September 11. He was born in Shamokin, Pennsylvania. Brother Pavelko joined the union in 1996 and worked for A&E Products Group until he began receiving his pension in 2003. He resided in Mount Carmel, Pennsylvania.

### DOMINGO RIVERA

Pensioner Domingo Rivera, 79, passed away November 3. Brother Rivera was born in Moca, Puerto Rico. He became a member of the UIW in 1982 and was employed at Victory Refrigeration until he began receiving his pension in 2004. Brother Rivera resided in Camden, New Jersey.

### ANGEL AMBERT

Pensioner Angel Ambert, 84, passed away July 28. He was born in Ciales, Puerto Rico. He joined the UIW in 1970 and worked at Paulsen Wire Rope Corp. until he began receiving retirement stipends in 1984. Brother Ambert made his residence in Barceloneta, Puerto Rico.

### JACQUELYN POWELL

Pensioner Jacquelyn Powell, 90, passed away September 10. Sister Powell was born in Barlow, Kentucky. She joined the union in 1976 and worked for Deena Products Co. until she began receiving her pension in 1988. Sister Powell made her residence in Wickliffe, Kentucky.

### CARL RICE

Pensioner Carl Rice, 82, passed away on July 17. He was born in Anthony Township, Pennsylvania. Brother Rice became a UIW member in 1978 and worked at Paulsen Wire Rope Corp. until he began receiving his pension in 1993. He resided in Berwick, Pennsylvania.

### JULIO RAMIREZ VELEZ

Pensioner Julio Ramirez Velez, 89, passed away on March 29. Brother Ramirez Velez was born in Añasco, Puerto Rico. He joined the UIW in 1982 and worked at Victory Refrigeration until he began receiving retirement stipends in 1998. Brother Ramirez Velez made his residence in Moca, Puerto Rico.

### CLARENCE FOOSE

Pensioner Clarence Foose, 75, passed away on April 20. He was born in Shenandoah, Pennsylvania and joined the union in 1968. Brother Foose was employed at A&E Products Group and worked there until he began receiving his pension in 2004. He made his residence in Ringtown, Pennsylvania.

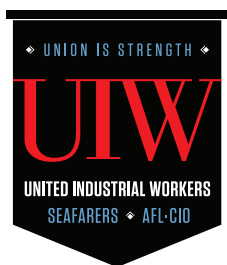
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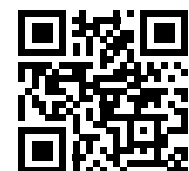
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# Beck Notice

## 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 2024 calendar year, the fee cost associated with this representation amounts to 97.47 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 2026 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2025 and November 30, 2026 will have this calculation applied to their 2026 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2027, your objection must be received by December 1, 2026.

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 2024.

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

## 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

## UIW Directory

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(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

5100 Belfort Rd. 77003  
(713) 431-5152

### 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

2800 S. 20th Street, Building 12B,  
Suite A, Philadelphia, PA 19145  
(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

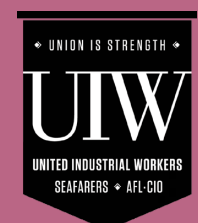
3730 Altona & Welgunst  
Suite 101  
St. Thomas, USVI 00802  
(340) 774-3895

### TACOMA, WA

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

### WILMINGTON, CA

510 N. Broad Ave. 90744  
(310) 549-3920





# The United Worker

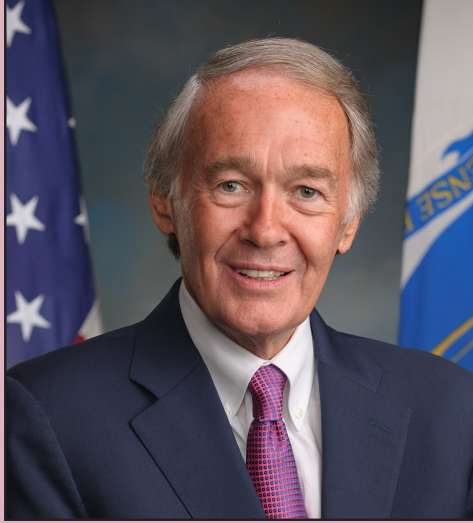
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## Congressman Markey Slams Affordability Crisis



Edward J. Markey (D-Massachusetts), image courtesy of congress.gov

Ranking Member Edward J. Markey (D-Massachusetts), alongside Senator Tim Kaine (D-Virginia) and two small business owners conducted a press conference in mid-December to call out the skyrocketing costs imposed on small businesses by the administration's economic policies. Markey released new state-by-state data on total tariffs paid by small businesses from March to September 2025, showing that states paid a total of \$46.6 billion, including \$489 million paid by Massachusetts small businesses. He also highlighted that assault on Affordable Care Act enhanced premium tax credits are doubling health care costs for small businesses, and that the administration's cuts to clean energy programs are raising electricity prices for small businesses.

"What should be a season of giving has become a season of paying for America's 36 million small businesses. They are paying more for affordable health care, more for electricity, and more for just about everything," said Markey.

Kaine stated, "Small businesses are the backbone of our economy. I came out of a small business family – my dad ran his iron working and welding shop in the stockyards of Kansas City, and we all pitched in. And it pains me to hear about the suffering the administration's economic chaos, from broad-based tariffs to the expiration of tax credits employers rely on to ensure their employees have access to affordable health insurance, are inflicting on small businesses across the country.... I will keep doing all that I can to undo [these] disastrous tariffs, and extend critical health care tax credits."

"Tariffs and rising energy costs are harming U.S. small businesses like ours – sales are down while costs are skyrocketing, creating an unsustainable future," said Julie Robbins, CEO of EarthQuaker Devices in Akron, Ohio. "We've spent countless hours searching for solutions that don't exist. This year, we've paid over \$60,000 in tariffs, sales revenue has dropped 10 percent, and electricity rates have risen 30 percent. Proposed ACA cuts are also driving up healthcare costs, adding to an affordability crisis that's slowing innovation, limiting hiring, and forcing cuts to marketing and charitable giving. Main Street needs relief now, not higher prices."

"Affordability for small businesses like mine is increasingly out of reach, from our ability to provide benefits that retain talented workers to our ability to keep our lights on and balance our supply chains amid inflammatory tariff spikes," said Shirley Modlin, Co-owner of 3D Design and Manufacturing in Powhatan, Virginia. "Lawmakers must do more to offer small businesses relief during this difficult and uncertain time."

Late last year, Markey sent a letter to Small Business Administration Administrator Kelly Loeffler, Secretary of Commerce Howard Lutnick, U.S. Trade Representative Jamieson Greer, and Acting Chair of the Council of Economic Advisors Pierre Yared to renew his call for an equitable tariff refund process for small businesses.

## Shop Steward Training in St. Croix & St. Thomas



Shop Steward training took place November 14 at the St. Croix union hall. Attendees included Leanne Toussaint, Heavy Equipment Operator; Bridgette Barnard, UIW Administrative Assistant; Julie Beberman, AAG, Department of Justice; Juanita Griffith, Correction Officer, Bureau of Corrections; Adella Berry, UIW Field Representative; Cecil Williams, Environmental Specialist II, Department of Planning & Natural Resources; Jacqueline P. Dickenson, UIW Vice President; Rasheed Brathwaite, Correction Officer, Bureau of Corrections; John Merchant, Esq., UIW Legal Counsel.



UIW Members in St. Thomas also completed Shop Steward Training on November 12. Attendees included right: Officer Travis Wyatt, Virgin Islands Port Authority; Florencia Stevens, UI Interviewer; Department of Labor; John Merchant, Esq., UIW Legal Counsel; Sharika Wesselhoff, UIW Administrative Assistant; Jacqueline P. Dickenson, UIW Vice President; Officer Adelbert Molyneux, Virgin Islands Port Authority; Selene Monsanto Hansen, EMT VIFEMS; Jason Meade, Maintenance Mechanic, Virgin Islands Port Authority; Knielle Thomas, CNA, Department of Health; Kevin Challenger, UIW Field Representative; Jalicha Persad, AAG Department of Justice; Nicole Frett, Manager of Contributions Processing, Government Employees Retirement System; Patrice Donovan, Lab Technician, Schneider Regional Medical Center. The photo below was taken while the training was taking place.



## Royal American Negotiations



UIW members met at the union hall in St. Croix on September 29 and 30 to negotiate a new, three-year contract with Royal American. Pictured above (counterclockwise) Shop Steward Steve Chiverton, VP Human Resources Jennifer Anderson, Regional Manager Sandy Gabriel, UIW Field Representative Adella Berry, UIW Legal Counsel John Merchant, Esq., and UIW Vice President Jacqueline P. Dickenson.