

# The United Worker

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## White House Launches Pro-Worker Task Force

In late April, President Biden signed an executive order establishing the White House Task Force on Worker Organizing and Empowerment. The task force will be dedicated to mobilizing the federal government's policies, programs, and practices to empower workers to organize and successfully bargain with their employers.

AFL-CIO President Richard Trumka stated, "The fight to strengthen working people's freedoms on the job has never been more urgent, and President Biden is right to give this effort the resources and attention it demands. He understands that unionism is the single most effective tool we have for building a fairer economy and a more just society. Under the leadership of President Biden, Vice President Harris and Labor Secretary (Marty) Walsh, this task force will put organizing and collective bargaining at the center of the federal government—part of their steadfast commitment to worker empowerment. Of course, the most important thing we can do to empower workers is pass the PRO Act, and we look forward to working with the Biden administration to get the job done."

The executive order directs the task force to make recommendations within the first 180 days on two issues: How can existing policies, programs, and practices be used to promote worker organizing and collective bargaining in the federal government; and, where are



President Joe Biden delivered his first address to a joint session of Congress April 28. This event was historic for a number of reasons. Among them was the fact that Biden became the first president in history to be joined on the dais by two women during such an address. Flanking the president during his address were Vice President Kamala Harris (left) and Speaker of the House U.S. Rep. Nancy Pelosi (D-California). (Photo Courtesy of The White House)

new policies, associated regulatory and statutory changes needed?

According to the text of the executive order, "President Biden and Vice

President Harris have long championed workers' rights. As the President has said: America was built by the middle class, and unions built the

middle class. Throughout our country's history, unions have been the driv-

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## AFL-CIO Releases Annual Death on the Job Report

The AFL-CIO on May 1 released the 2021 edition of *Death on the Job: The Toll of Neglect*, a report on the state of safety and health protections for America's working families. The release marked the 30th year that the federation has produced the narrative.

Since the passage of the Occupational Safety and Health Act 50 years ago, significant progress has been made toward improving working conditions and protecting workers from job injuries, illnesses and deaths, the federation pointed out. Federal job safety agencies have issued many important regulations on safety hazards, silica, coal dust and other health dangers, strengthened enforcement and expanded worker rights. These initiatives have undoubtedly made workplaces safer and saved lives, but much more progress is needed, according to the AFL-CIO.

The federation further noted that the previous administration worked to dismantle these advancements, attacking workplace safety protections and longstanding structures for issuing future protections, cutting agency budgets and staff, and failing to respond to the COVID-19 pandemic in many workplaces.

The Democratic majority in the

House of Representatives helped improved oversight, accountability and action on critical worker protections, and took opportunities to oppose anti-worker attacks by the previous administration, according to the report. However, the Senate blocked much-needed protections and reforms in job safety. Now, with a Democratic majority in both houses of Congress, there are more opportunities for action on long-needed worker protection legislation, the federation noted.

"The recent election of President Biden brings promise and hope to a nation and world decimated by the COVID-19 pandemic, and to working people who have struggled for years under anti-worker policies that make their workplaces more dangerous," the AFL-CIO said when announcing the report.

Following are 18 key findings from the 2021 *Death on the Job* report. In 2019:

- 275 U.S. workers, on average, died each day from hazardous working conditions.
- 5,333 workers were killed on the job in the United States.
- An estimated 95,000 workers died from occupational diseases.
- The overall job fatality rate

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## CDC Lifts Mask Mandates For Those Fully Vaccinated

"Anyone who is fully vaccinated can participate in indoor and outdoor activities, large or small, without wearing a mask or physically distancing," CDC Director Rochelle Walensky told reporters May 13 during a press briefing in Washington.

"If you are fully vaccinated, you can start doing the things that you had stopped doing because of the pandemic," she continued. "We have all longed for this moment when we can get back to some sense of normalcy."

People are considered fully vaccinated two weeks after the second dose of the Moderna or Pfizer-BioNTech vaccine, or two weeks after a single dose of the Johnson & Johnson vaccine.

According to several sources, including The Hill, The CDC in April released guidelines that said fully vaccinated people could walk, run, bike, dine and gather outdoors without masks with members of their household and other vaccinated family and friends. But that advice stressed that larger indoor gatherings were riskier, even for a fully inoculated group. The CDC had also said vaccinated people could gather in small groups outdoors without masks even if the group includes unvaccinated individuals.

The guidelines announced May 13 went a step further, saying fully vacci-

nated individuals can now remove their masks in all group settings and that they do not need to social distance from other people. The CDC said fully vaccinated people should still wear well-fitted masks where required by local laws and federal rules and regulations, including at grocery stores, inside hospitals, and on airplanes, trains and other forms of public transportation. The agency added that unvaccinated people should still take precautions while gathering with those who are immunocompromised.

"If you are not fully vaccinated, you are not fully protected and so you need to be continuing to wear your mask and practicing all of the mitigation strategies that we've been discussing before," Walensky said.

The news comes as Covid-19 infection rates are falling across the country. But the pace of vaccination is also falling, and senior officials inside the Biden administration have for weeks debated about publishing guidelines that recommend Americans roll back their mask use at a time when the Covid-19 situation in the country is still uncertain.

Some administration officials have argued that the U.S. is not yet at a place where it should relax public health guidelines, particularly because of the

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## From the President

### PRO Act: Time is Now

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



Michael Sacco

I didn't know until recently that those same surveys indicate almost half of non-union/unrepresented workers also say they would vote for a union if given the chance. That's a huge increase compared to when a similar poll was conducted many years ago.

Our movement, and indeed our country, have a chance to turn these numbers into something positive for America's working families, specifically by enacting the Protecting the Right to Organize (PRO) Act. That legislation has been passed by the House, and President Biden enthusiastically backs it, including during his recent address to Congress.

If the PRO Act were law, I firmly believe that the recent union election in Alabama, involving workers at an Amazon warehouse, would've turned out differently.

By the way, some of the reporting that followed the vote indicated, more or less, that it was a "resounding" defeat for the union. I don't believe that for a second. Those workers endured months of illegal activities by the employer (as charged by the union, in a case that's under review). And it wasn't just any employer, but one with virtually unlimited resources that were used to bully, intimidate and brainwash. All of it happened in the deep south, and yet more than 700 people stood up and voted to join a union. To me, that's something to build on. Let us not forget, it took the UAW several tries to organize Ford, and it took the SIU more than once to organize Cities Service back in the 1950s.

The campaign in Alabama underscored a point that we in the labor movement have made for a long time. If so many workers say they're interested in union membership, why don't they have it? The truth is that our current labor law, which is supposed to not only protect but in fact promote the right of workers in the private sector to organize, in practice makes it an uphill climb. They face too many hurdles while employers can and often do get away with illegal interference, without consequence.

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

For example, I recently read a fact sheet that said in one out of every five union organizing campaigns, employers fire pro-union workers, because they figure it will scare other workers and harm the campaign. This is flat-out illegal under the National Labor Relations Act, but employers do it anyway, because the penalties usually are minimal or non-existent. Another example: In nearly half of all such campaigns, employers ultimately are charged with breaking the law in one form or another. The PRO Act offers several remedies.

This is a lesser-known problem outside the labor movement, but it's common for employers to challenge the makeup of the bargaining unit, which Amazon did. The bill addresses employer stalling tactics and clearly spells out that the decision about the proper bargaining unit should be made by workers and the NLRB, not rigged by employers.

Far less surprising is that employers often hire third-party, anti-union consultants to push against unionization. This happens in three-quarters of organizing campaigns, and it's not cheap. Employers in recent years have spent an average of \$340 million per year on anti-union consultants, who often stay hidden from the workers (even while pushing their lies). That's a lot more money than it would cost to give workers the wage and benefit increases they seek.

The PRO Act requires timely disclosure of union-busting activities and closes the loophole through which employers and consultants have avoided reporting.

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

Once again, the PRO Act solution has a solution – in this case, establishing a mediation and, if necessary, arbitration process that keeps employers from dragging their feet.

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

## 'Big Ticket' Items Characterize Biden's First 100 Days in Office

*Editor's note: The following piece was provided by Press Associates Union News Service. It has edited slightly to conform to local style and sensitivities.*

"Make no little plans," noted Chicago architect and urban planner Daniel Burnham said in the 1890s, as he was laying out the city's parks system and creating the 1893 World's Fair, too. President Joe Biden may not know Burnham's quote, but he's following it. Admittedly, he had to.

In 100 days in office, the Democratic president had to hit the ground running with a series of big-ticket proposals. And workers, not bosses, stand to benefit.

First out of the gate: The \$2 trillion American Rescue Act, designed to put money in people's pockets and put them back to work while combatting the coronavirus—which Biden marshalled the government to combat—and the worst economic depression since 1929.

Running just behind, being considered by lawmakers, is Biden's American Jobs Plan, his \$2 trillion detailed bill for funding "traditional" infrastructure: Rebuilding the nation's crumbling roads, collapsing bridges, creaky subways, aging airports and tattered bus networks.

It also includes universal broadband and using Electrical Workers to build charging stations for coming fleets of electric cars, and having Utility Workers replace all of the nation's elderly water mains, most of them lined with lead, which is toxic when it gets in your water.

Then, for good measure, Biden unveiled the American Families Plan, the other half of infrastructure. It ponies up a similar sum for two years each of pre-K education, and free public college tuition, other programs, paid family and medical leave, with subsidies for day care and elder care—so that such care won't bankrupt families, and so caregivers can get living wages.

In between all of this: The Protect The Right to Organize Act, the most wide-ranging pro-worker labor law reform since the original 1935 National Labor Relations

Act. It would not only level the playing field between workers and bosses, but give workers real power and leverage to join unions and to keep for ourselves our fair share of value we produce.

Overarching all these are the continuing war against the coronavirus pandemic and the continuing crusade to ensure racial justice. That includes restoring strong safeguards for voting rights, rooting out cop racism, and righting the racist omissions in past laws, including the NLRA and the Fair Labor Standards Act, which covers minimum wages and overtime pay.

Whew. Have we forgotten anything? Oh yes, strengthening equal pay for equal work by forcing employers to prove non-gender reasons led to pay discrimination against woman workers. Right now, women must prove deliberate discrimination. The Paycheck Fairness Act mandates bosses must prove they didn't discriminate against women because of gender.

Not all of this will get through Congress unchanged, especially with a 50-50 Senate, controlled by Democrats only because Vice President Kamala Harris can break ties. But Biden's learned an enduring lesson from his eight years as President Barack Obama's vice president: Aim big.

Obama, in his unsuccessful quest for bipartisanship and Republican support, compromised with himself on everything from the \$787 billion rescue plan after the 2008 financier-caused crash to the Affordable Care Act. He rarely got it, and he never learned why.

Then-Steelworkers President Leo Gerard, at a legislative conference late in Obama's second term, voiced his opinion as to why the GOP opposed so much of the president's agenda, claiming it was because of racism. Big ticket Joe Biden also seeks GOP support and knows how the process works. He won't repeat Obama's mistaken quest for nonexistent bipartisanship. The Republicans are even more rigid now than during Obama's years, and that's saying something. So, go for big tickets, Mr. President. You do, we win.

## Federation Says More Progress Needed to Protect Workforce

*Continued from Page 1*

was 3.5 per 100,000 workers, the same as the previous year.

- Latino and Black worker fatalities increased; these workers are at greater risk of dying on the job than all other workers.

- Employers reported nearly 3.5 million work-related injuries and illnesses.

- Musculoskeletal disorders continue to make up the largest portion (30%) of work-related injuries and illnesses.

- Underreporting is widespread – the true toll of work-related injuries and illnesses is 7 million to 10.5 million each year.

- States with the highest fatality rates in 2019 were: Alaska, Wyoming, North Dakota, Montana and West Virginia.

- Industries with the highest fatality rates in 2019 were: agriculture, forestry, and fishing and hunting; mining, quarrying, and oil and gas extraction; transportation and warehousing; construction; and wholesale trade.

- America's workplaces have been a primary source of COVID-19 outbreaks, with thousands of workers infected and dying. However, information on workplace infection and outbreak is limited because there is no national surveillance system.

- Workplace violence deaths increased to 841 in 2019, while

more than 30,000 violence-related lost-time injuries were reported.

- Workplace violence is the third-leading cause of workplace death. There were 454 worker deaths that were workplace homicides.

- Women workers are at greater risk of violence than men; they suffered two-thirds of the lost-time injuries related to workplace violence, and were five times more likely to be killed by a relative or domestic partner in the workplace than men.

- Deaths among all Latino workers increased in 2019: 1,088 deaths, compared with 961 in 2018. Some 66% of those who died were immigrants.

- The Black worker fatality rate of 3.6 per 100,000 workers continues to be higher than the national average. In 2019, 634 Black workers died on the job—the highest number in more than two decades.

- Workers 65 or older have nearly three times the risk of dying on the job as other workers, with a fatality rate of 9.4 per 100,000 workers in 2019.

- The cost of job injuries and illnesses is enormous – estimated at \$250 billion to \$330 billion a year.

The full report is available at <https://aflcio.org/reports/death-job-toll-neglect-2021>.



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# UIW, Port of Jacksonville Mourn Sudden Loss Of Chief Shop Steward Anthony ‘Tony’ Brown

A highly cherished, greatly respected and much-loved member of the union family has been lost. He is Chief Shop Steward **Anthony Gill Brown**. Brown, 64 passed away unexpectedly February 12 in Jacksonville, Florida, surrounded by family and friends.

Brown, a strenuous laborer throughout his life, began working at the age of 10 with his father and brothers at Brown’s Construction. He signed on with the UIW in 2005 and spent 18 years as a tire manager with Crowley Maritime. His final employment place for 22 years was at Patriot Rail where in addition to his regular duties, he served as Chief Shop Steward.

Brown was born March 9, 1956 in Jacksonville to the late Willie James and Annie Mae Brown. Affectionately known as “Tony, Bubba and Naybay,” he was a proud 1974 graduate of Samuel W. Wolfson High School where he was dubbed an elite all-around athlete excelling in a variety of sports. His hands down preference however was football. He took jersey number 22 to new heights on the school’s gridiron and played several positions. He was a huge fan of the Washington Football Team.

A staunchly religious person, Anthony began his Christian journey at Jacksonville-based New Shiloh Holiness Church. He also fellowshiped at St. Mary’s Missionary Baptist Church as well as the New Testament of the Redeemer. At the time of his transition, he was a faithful, loyal and dedicated member of Temple of Praise Church of God in Christ.

Brown is survived by his wife, Harriett Brown; children Anthony Brown (Ceira), LaShay Harris (Curtis) and Darrien Brown (NasShaunette); as well as a number of grandchildren, one great granddaughter, and other relatives and friends. Because of COVID-19 restrictions, funeral services and the interment of Brother Brown were private. Union officials in Jacksonville, however, on March 13 hosted a memorial observance in his honor.

Following are reflections on Brown’s life and passing from union officials, family members, co-workers and friends:

“I’ve had the honor of knowing “Tony” for the past 14 years, and it’s been a true pleasure. When the term, “Stand-Up Guy” comes to mind, “Tony” should always be one that’s thought of first! Humble, kind, honest, steadfast, firm, wise...these are just some of the many qualities he possessed. He was, “your man’s man”. As Chief Shop Steward for UIW, “Tony” will be irreplaceable. I appreciate his hard work, wisdom, and his true love for the “Working Man.” He’s one of the last of a dying breed, they’re not making them like this anymore. May our dear brother rest in peace. – *Ashley Nelson, Port Agent, Jacksonville, Florida.*

“Tony and I were married for 47 years. He was truly a man of God who loved his family and everyone he came in contact

with. Tony enjoyed traveling the world with family. He was truly blessed to be union rep. at Patriot Rail, where he enjoyed ensuring all employees were treated equally. Tony is now smiling down on all of us and saying: “We Did It TOTE Maritime” with a big smile. Tony is deeply missed and loved by his wife, Harriet, sons Punkin and Darrien, daughter Lashay (Baby Girl) and his grandchildren!” – *Harriet Brown, wife.*

“I will never be able to express how much Anthony G. Brown meant to me as a father. He was the greatest father any child could ever ask for. My father always sacrificed to make sure we as a family always had the best. He worked tireless hours all of his life and always provided for us. Despite the long hours he worked, he would still find the energy at the end of the day to enjoy us as a family. His family meant everything to him. He never let me down and always pushed me to be a better person. As a very young man, I followed my dad around and tried to do everything he did. In the neighborhood that we grew up in he was well known and respected. I would walk around and be called Lil Tony and I felt a great sense of pride to be called that. From doing chores around the house to working out in the gym with him; if he was doing it, I would always want to attempt to do it as well. I participated in countless baseball and football games for 13 plus straight years as a young athlete. There was not one game that he and my mom did not attend. He was the best role model that a young man could have, constantly pushing me to be better every day. As I grew older, he taught me how to be a man and how to raise a family the right way. He not only talked about positive values, he practiced and demonstrated them in our household at all times. Whether or not he liked the decisions I made as a young man, he always supported me and picked me up when I failed. Most of my decisions would lead to failure, but he would always be there to pick me up and, with the biggest smile on his face say, I told you so. I am much older now, but still reached out to him daily for advice when he was alive. He never ever led me in the wrong direction. He always told me the truth whether I wanted to hear it or not. My dad was a straightforward man, one never had to guess about how he felt because he would always let you know. As a man in today’s society I still live by all the examples that my father placed before me from a very young age. He is gone now, but he will never be forgotten. He was a man’s man as some would say. I know you’re up in heaven smiling down on me. Just know I’m trying to be half the man you were. I love you, Anthony G Brown, you were the greatest!” – *Anthony L. Brown, son*

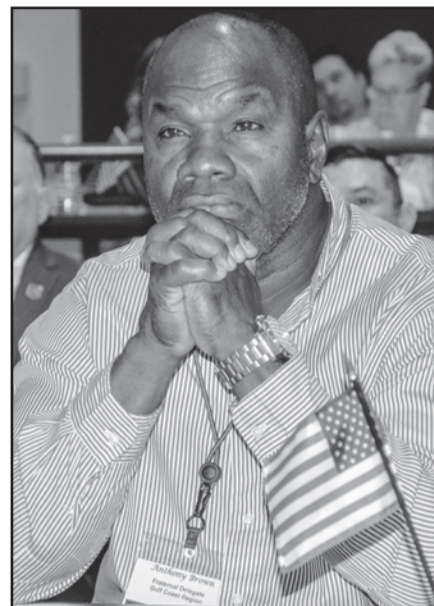
“My Father, Mr. Anthony Brown...my Superhero was a man who wore multiple hats because he had multiple roles in other people’s lives. At Patriot Rail, my dad was

more than just a co-worker. He listened to others and provided guidance. People trusted Anthony because of his level of integrity and work ethic. We worked alongside of each other for 21 years and had many good times outside of his teaching moments. My dad was a union rep for 22 years and represented many men and women in the company. Outside of work my dad was a loving husband for 45 years and a father. He was a giver and gave whatever he could for any cause to show you he believed in you. We had such a special person who could see the good in everything and would make a positive out of any negative situation. With the loss of such a genuine man, we realize how much he meant to us all. My mother, Mrs. Harriett Brown, Brother Anthony Brown and Sister LaShay Harris truly miss you.” – *Darrien Brown, son.*

“Anthony “Tony” Brown as a father was the most incredible man ever. He was my gentle giant. He prioritized hard work in everything he did, and he taught my brothers and I to always do our best. I am and will always be very proud of him. He was and will always be the greatest man to ever do it! Love always and forever until we meet again.” – *Lashay Harris, daughter.*

“I would like to thank God for giving me the opportunity to know, be around and work alongside such a great man. Tony wasn’t only a mentor to me but he was a mentor to all. He taught me so much about being a strong man and a strong leader. He truly cared about us all and always made sure that we were treated fairly on the waterfront. I’m truly going to miss our talks because he always instilled in me that you can’t make everyone like you but as long as you were fair and did your job the right way you could make them respect you. That’s all Tony was about; respect not only for himself but for us all. And for that, I’ll always be grateful. I’m going to miss you Tony B; love you Pokey!” – *Addison Powell, shop steward.*

“Anthony Gill Brown! We have known him as Mr. Tony, T Brown, Pops, Unk. I could go on (with nicknames). We thought of him as our hero on the docks and he loved us all. Working with this man was a pleasure and relying on the knowledge he left behind will never get old. Those phone calls I received on the day of February 12, 2021 will never be erased from my memory. Recalling some of the happy times I spent with our late but great Tony Brown, Friday was our day. Me, Tony and baby boy Darrien Brown would always get our required work done, but we would also fellowship. Tony used tell me how he played sports, and how became a hard worker and skilled laborer. He always made sure that his wife, three kids and momma (Ms. Annie Mae Brown) were good. To actually know Tony was to love him on a different level. He always used to tell me: Jump Man, I don’t care who doesn’t like me, but they



Anthony ‘Tony’ Brown  
UIW Chief Shop Steward, Jacksonville  
March 9, 1956 - February 12, 2021

will respect me; I walk in his path! During over 20 years of service, he gave his all with a smile. He would go out his way to make sure we were good on the dock, whether you were union or non. He would step up to the plate like we were one of his kids, or siblings. Amen rest easy big guy until we meet again on the other side. – *Gerald “Jump Man” Graves, coworker*

“Tony Brown was one of the best individuals I’ve ever had the pleasure of knowing. He was a God-fearing man, great husband, father, brother and friend; a leader on the waterfront whom I admired and listened to. He is missed so deeply and I think about him every day. A part of me is missing because I always thought of him as family. He and Darren had a relationship at work more as friends rather than father and son. It was something to see and be part of. I was blessed to spend all day with him during his last hours on this earth. And we had a blast, having fun laughing and joking like we always had done. God is good.” – *Tracey Selmon, coworker*

“Tony Brown changed my life! I didn’t know anything about the port. I was working at Publix warehouse when I got a call from Darrien saying my dad can get you on out here. Two days later a call from Bud Underwood said be here Monday with steel-toe boots and jeans. Twenty years later, I’m still in this industry. Everything I have is because of him! In short, he probably saved my life.” – *Terry Jolly, coworker*

“My wife and I would like to say, we truly miss Anthony “Tony” Brown. There’s not a day that goes by without us speaking of him. Tony was like a brother to us and my best friend. We have lost a great man with a big heart and was truly a big part of our lives.” – *The Slocumb Family*

“I had the pleasure of serving as Shop Steward for over 15 years with Anthony Brown. He was my right-hand man, my ace! We spent a lot of time together, on and off the job, and I can honestly say that he was a great man, a tremendous leader on the waterfront, and a true friend. Tony loved God, his family, his job, and his coworkers. I love and miss you my brother.” – *Scott Boatright, coworker*

“I worked with Tony Brown for almost 23 years. From day one, he was more than a Union Brother and soon after he became family, a second Father. Tony was a strong hardworking man who always looked out for me along with everyone else. Tony made a positive impact on so many people’s lives and I will forever be grateful for our relationship and all the good times we shared together. All my love to the Brown family, always in my thoughts and prayers.” – *Jeremy Falls, coworker*



At the conclusion of the March 13 Anthony Gill ‘Tony’ Brown Memorial Observance at the Jacksonville hiring hall, key attendees gather for a group photo. From left to right are: Darrien Brown, LaShay Harris, Jim Wagstaff, Vice President of Operation for Tote Puerto Rico; Mrs. Harriett Brown, Jacksonville Port Agent Ashley Nelson, Shop Steward Addison Powell, Anthony Brown and Kevin Morales, general manager, Portus / Patriot Rail. Mrs. Brown is posing with the memento Nelson presented her in honor of her late husband’s dedicated service to the union.

# Push to Pass PRO Act Continues Nationwide

Demands for passage of the Protecting the Right to Organize (PRO) Act continue to make headlines across the country as the AFL-CIO’s phone-banking initiative targeting voters and urging them to call their senators has kicked into full swing.

Initially launched April 26, the “PRO Act Blitz” took center stage May 1 during May Day marches, teach-ins and other actions from coast to coast. The AFL-CIO reported more than 700 events were planned, and suggested that count may be low, because individual unions checked in with their own marches, meetings and other assorted activities.

The U.S. House of Representatives on March 9 passed H.R.2474—the PRO Act of 2021. The legislation is considered by many to be the most wide-ranging, pro-worker rewrite of labor law since the original National Labor Relations Act of 1935. It previously was approved by the House in 2020, but the then Republican-controlled Senate failed to take it up. The House passed it again in early March by a vote of 225-206, largely along party lines. Five Republicans voted for the bill, while one Democrat

opposed it.

The measure currently is stalled in the U.S. Senate, where winning approval figures to be difficult, unless Democrats in that chamber do away with or evade the filibuster. The filibuster would allow a minority of senators to hamstring the bill by requiring 60 votes for passage. This scenario provided the impetus for the federation’s phone banking initiative as well as the other activities taking place across the country.

“We’re not going to let a minority in the Senate stop” the PRO Act, AFL-CIO President Richard Trumka vowed in a video press conference with lawmakers and the Leadership Conference on Civil and Human Rights just before House debate on the PRO Act began.

“If people (lawmakers) know corporations are too strong and workers are not strong enough” economically, “and they make corporations stronger” anyway, by defeating the PRO Act, “they do so at their peril,” Trumka warned. “And in an era of extreme polarization, nearly two-thirds of

Americans—65%—approve of labor unions, so it’s not surprising workers would form unions if they were given the chance. That’s 60 million people knocking on our doors. The PRO Act would let them in.”

President Biden during his first address before a joint session of Congress on April 28 called for the passage of the PRO Act and for a \$15 federal minimum wage.

“The American Jobs Plan is a blue-collar blueprint to build America, that’s what it says. And, it recognizes something I’ve always said. The guys and women on Wall Street ... didn’t build this country. The middle class built this country. And unions build the middle class,” Biden said.

“And that’s why I’m calling on Congress to pass the Protect the Right to Organize Act, the PRO Act, and send it to my desk to support the right to unionize. By the way, while you’re thinking about sending things to my desk, let’s raise minimum wage to \$15,” he added. “No one, no one working 40 hours a week should live below the poverty line.”

## National Consumer League, Professional Sports Unions Formally Support Workers

The National Consumers League (NCL), the nation’s oldest and one of its most-respected consumer organizations, has formally endorsed the Protecting The Right To Organize (PRO) Act, along with two other pieces of pro-worker legislation.

According to Press Associates News Service, the NCL wasn’t the only prominent backer of the PRO Act to sign on in the first week of May. So did the unions for major league baseball, hockey, basketball and football players.

“Decades of industry lobbying have made it increasingly difficult for workers to organize,” said NCL Executive Director Sally Greenberg, in announcing her organization’s backing for the Pro Act (HR842), the Farm Workforce Modernization Act and the Public Service Freedom To Negotiate Act.

“Employers enjoy unprecedented and unfair advantages” over workers, which also hurts consumers, she explained.

“Consumers are recognizing they are harmed when workers do not have a strong voice. Industry abuses are more likely to go unchecked, resulting in unsafe and dangerous products making it to the marketplace. And when workers are fairly compensated on the job, they can afford to buy the products they create, stimulating further demand that benefits the economy.”

The four players’ leagues signed on to a tweet crafted by the strongest of them, the Major League Baseball Players Association, whose strength took off after the players hired the late Marvin Miller, then the Steelworkers’ counsel, as their executive director, more than 50 years ago. Another of the four, representing pro football players, is an AFL-CIO member union.

“Now is the time to overcome decades of increasing obstacles to working people who choose their right to organize a union and bargain collectively,” their tweet said. “We have all experienced first-hand the benefits a union can bring and we believe all workers should have the same fair chance to band together to improve their pay, benefits and working conditions.”

NCL also backed two other pro-worker bills, the Farm Workforce Modernization Act, and the Public Service Freedom To Negotiate Act. The FMWA, a top cause of the United Farm Workers, passed the Democratic-run House earlier this year by a larger margin—247-174, including 30 Republicans—than the Pro Act did.

It would empower 2.4 million of the nation’s most-exploited and most-essential workers, most of them people of color, and half of them undocumented, who sow and reap the food we eat, Greenberg said. It would also break through opposition to legalizing the undocumented.

“America’s farms and food systems depend on immigrants who pick our crops. But because so many don’t have legal status, they live in fear of deportation and cannot challenge illegal or unfair treatment in their jobs or in their communities. FWMA provides a path to lawful permanent residency for these workers.

“Under the bill’s provisions, farmworkers would be able to improve their wages and working conditions and seek enforcement when their rights are violated. It also makes America more food-secure by ensuring that farmers have workers to harvest their perishable crops.”

## Task Force Has Workers’ Backs

*Continued from Page 1*

ing forces for advancements in workers’ rights and improved living standards for union and non-union workers. They have fought for higher wages, greater job security, safety and health laws, essential benefits like health insurance and retirement plans, and protections from discrimination and sexual harassment for millions of workers across the country. Sixteen million workers in the United States are union members or in a job that provides them union representation. More than six in ten of those workers are women and/or people of color. Union workers earn roughly 13 percent more than non-union workers on a similar job site. They also experi-

ence drastically lower rates of labor standards violations, like employers wage theft or workplace safety and health hazards.”

Also as cited in the text, “Despite the importance of unions to our economy and democracy, and nearly 60 million workers today saying they would join a union if given the chance, American workers have faced increasing barriers to organizing and bargaining collectively with their employers. Economic change in the United States and globally, technological developments, and the failure to modernize federal organizing and labor-management relations laws so they respond appropriately to the reality found in American workplaces have made worker organizing exceedingly difficult. The result has

been a steady decline in union membership in the United States over past decades. In 2020, union members made up just 10.8 percent of the U.S. workforce, down from more than 30 percent in the 1950s.

“Widespread and deep economic inequality, stagnant real wages, and the shrinking of America’s middle class are all associated with the declining percentage of workers represented by unions,” the executive order continued. “In addition, lower union membership rates have exacerbated the pay gap for women and workers of color. The decline of union density has also weakened our democracy. Unions ensure workers’ voices are heard in their workplaces, communities, and government.”

## Biden Task Force Includes Cabinet Members, Heads of Federal Agencies

Chaired by Vice President Kamala Harris and Vice Chaired by Labor Secretary Marty Walsh, the Task Force will include more than 20 cabinet members and heads of other federal agencies who will take a whole-of-government approach to empower workers, including:

Kamala Harris Vice President	Denis McDonough Secretary of Veterans Affairs
Marty Walsh Secretary of Labor	Alejandro Mayorkas Secretary of Homeland Security
Janet Yellen Secretary of Treasury	Michael Regan Administrator of the Environmental Protection Agency
Lloyd Austin Secretary of Defense	Katy Kale Acting Administrator of General Services
Deb Haaland Secretary of the Interior	Isabel Guzman Administrator of Small Business Administration
Tom Vilsack Secretary of Agriculture	Katherine Tai United States Trade Representative
Gina Raimondo Secretary of Commerce	Shalanda Young Acting Director of the Office of Management and Budget
Xavier Becerra Secretary of Health and Human Services	Kathleen McGettigan Acting Director of the Office of Personnel Management
Marcia Fudge Secretary of Housing and Urban Development	Dr. Cecilia Rouse Chair of the Council of Economic Advisers
Pete Buttigieg Secretary of Transportation	Susan Rice Assistant to the President for Domestic Policy and Director of the Domestic Policy Council
Jennifer Granholm Secretary of Energy	Brian Deese Assistant to the President for Economic Policy and Director of the National Economic Council
Dr. Miguel Cardona Secretary of Education	Gina McCarthy Assistant to the President for Climate Policy and National Climate Advisor

# Annual Funding Notice United Industrial Workers Pension Plan

## Introduction

This notice includes important information about the funding status of your multiemployer pension plan (the “Plan”). It also includes general information about the benefit payments guaranteed by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. All traditional pension plans (called “defined benefit pension plans”) must provide this notice every year regardless of their funding status. This notice does not mean that the Plan is terminating. It is provided for informational purposes and you are not required to respond in any way. This notice is required by federal law. This notice is for the plan year beginning January 1, 2020 and ending December 31, 2020 (“Plan Year”).

## How Well Funded Is Your Plan

The law requires the administrator of the Plan to tell you how well the Plan is funded, using a measure called the “funded percentage.” The Plan divides its assets by its liabilities on the Valuation Date for the plan year to get this percentage. In general, the higher the percentage, the better funded the plan. The Plan’s funded percentage for the Plan Year and each of the two preceding plan years is shown in the chart below. The chart also states the value of the Plan’s assets and liabilities for the same period.

	Funded Percentage		
	2020	2019	2018
Valuation Date	January 1, 2020	January 1, 2019	January 1, 2018
Funded Percentage	116.7%	107.1%	111.8%
Value of Assets	\$122,786,381	\$109,390,830	\$115,653,618
Value of Liabilities	\$105,177,322	\$102,181,654	\$103,413,784

## Year-End Fair Market Value of Assets

The asset values in the chart above are measured as of the Valuation Date. They also are “actuarial values.” Actuarial values differ from market values in that they do not fluctuate daily based on changes in the stock or other markets. Actuarial values smooth out those fluctuations and can allow for more predictable levels of future contributions. Despite the fluctuations, market values tend to show a clearer picture of a plan’s funded status at a given point in time. The asset values in the chart below are market values and are measured on the last day of the Plan Year. The chart also includes the year-end market value of the Plan’s assets for each of the two preceding plan years.

The December 31, 2020 fair value of assets disclosed below is reported on an unaudited basis since this notice is required to be distributed before the normal completion time of the audit which is currently in progress.

	December 31, 2020	December 31, 2019	December 31, 2018
Fair Market Value of Assets	\$129,800,000	\$122,786,381	\$109,390,830

## Endangered, Critical, or Critical and Declining Status

Under federal pension law, a plan generally is in “endangered” status if its funded percentage is less than 80 percent. A plan is in “critical” status if the funded percentage is less than 65 percent (other factors may also apply). A plan is in “critical and declining” status if it is in critical status and is projected to become insolvent (run out of money to pay benefits) within 15 years (or within 20 years if a special rule applies). If a pension plan enters endangered status, the trustees of the plan are required to adopt a funding improvement plan. Similarly, if a pension plan enters critical status or critical and declining status, the trustees of the plan are required to adopt a rehabilitation plan. Funding improvement and rehabilitation plans establish steps and benchmarks for pension plans to improve their funding status over a specified period of time. The plan sponsor of a plan in critical and declining status may apply for approval to amend the plan to reduce current and future payment obligations to participants and beneficiaries.

**The Plan was not in endangered, critical, or critical and declining status in the Plan Year.** If the plan is in endangered, critical, or critical and declining status for the plan year ending December 31, 2021, separate notification of the status has or will be provided.

## Participant Information

The total number of participants and beneficiaries covered by the plan on the valuation date was 3,531. Of this number, 1,161 were current employees, 1,041 were retired and receiving benefits, and 1,329 were retired or no longer working for the employer and have a right to future benefits.

## Funding & Investment Policies

Every pension plan must have a procedure to establish a funding policy for plan objectives. A funding policy relates to how much money is needed to pay promised benefits. The funding policy of the Plan is to provide benefits from contributions by signatory employers under the terms of collective bargaining agreements between the United Industrial Service, Transportation, Professional and Government Workers of North America and the employers.

## Investment objectives

Assets of the Plan shall be invested with sufficient diversification so as to minimize the risk of large losses unless it is clearly prudent under the then current circumstances not to do so. Plan assets shall be invested in a manner consistent with the fiduciary standards of ERISA and supporting regulations, and all transactions will be undertaken on behalf of the Plan in the sole interest of Plan participants and beneficiaries. Assets of the Plan shall be invested to maintain sufficient liquidity to meet benefit payment obligations and other Plan expenses.

## Investment Guidelines

With respect to any Investment Manager who is appointed by the Trustees to manage as Plan Asset Manager, such Plan Asset Manager will discharge its responsibilities with respect to the Plan’s assets in accordance with the fiduciary responsibilities under ERISA and all regulations thereunder and shall not violate any of ERISA’s “prohibited transaction” rules. The Plan Asset Manager shall be a bank (trust company), insurance company, or a registered investment advisor under the Investment Advisers Act of 1940. The Plan Asset Manager shall acknowledge in writing that it is a fiduciary of the Plan within the meaning of Section 3(21)(A) of ERISA and an “investment manager” within the meaning of Section 3(38) of ERISA.

## Asset Allocation

The Fund’s assets are invested in the following asset classes and maintained within the corresponding ranges. The Trustees make appropriate adjustments if one or more of the limits are breached.

Asset Class	Target	Range
Domestic Equities	50%	35% - 60%
Fixed Income	50%	40% - 65%

## Standards of Investment Performance

Each Investment Manager is reviewed regularly regarding performance, personnel, strategy, research capabilities, organizational and business matters and other qualitative factors that may affect its ability to achieve the desired investment results. Consideration will be given to the extent to which performance results are consistent with the goals and objectives set forth in the Investment Policy and/or individual guidelines provided to an Investment Manager. The Plan’s investment policy outlines prohibited investments as well as limits regarding the percentage of the fund that may be invested in any one company and industry. Minimum credit quality guidelines are established and provided to investment managers. No investment may be made which violates the provisions of ERISA or the

Internal Revenue Code.

The Trustees review the Plan’s investment policy on a regular basis and make periodic changes when, based on all available information, it is prudent to do so.

Under the Plan’s investment policy, the Plan’s assets were allocated among the following categories of investments, as of the end of the Plan Year. These allocations are percentages of total assets:

Asset Allocations	Percentage
1. Cash (Interest-bearing and non-interest bearing)	2
2. U.S. Government securities	25
3. Corporate debt instruments (other than employer securities):	
a. Preferred	0
b. All other	21
4. Corporate stocks (other than employer securities):	
a. Preferred	0
b. Common	37
5. Partnership/joint venture interests	0
6. Real estate (other than employer real property)	0
7. Loans (other than to participants)	0
8. Participant loans	0
9. Value of interest in common/collective trusts	1
10. Value of interest in pooled separate accounts	0
11. Value of interest in master trust investment accounts	0
12. Value of interest in 103-12 investment entities	0
13. Value of interest in registered investment companies (e.g., mutual funds)	14
14. Value of funds held in insurance co. general account (unallocated contracts)	0
15. Employer-related investments:	
a. Employer Securities	0
b. Employer real property	0
16. Buildings and other property used in plan operation	0
17. Other	0

For information about the plan’s investment in any of the following type of investments as described in the chart above – common/collective trusts, pooled separate accounts, master trust investment accounts, or 103-12 investment entities, contact: Margaret Bowen, Plan Administrator, at 301-899-0675, or by writing to: Plan Administrator, 5201 Capital Beltway Drive, Camp Springs, Maryland 20746

## Right to Request a Copy of the Annual Report

Pension plans must file annual reports with the US Department of Labor. The report is called the “Form 5500.” These reports contain financial and other information. You may obtain an electronic copy of your Plan’s annual report by going to [www.efast.dol.gov](http://www.efast.dol.gov) and using the search tool. Annual reports also are available from the US Department of Labor, Employee Benefits Security Administration’s Public Disclosure Room at 200 Constitution Avenue, NW, Room N-1513, Washington, DC 20210, or by calling 202.693.8673. Or you may obtain a copy of the Plan’s annual report by making a written request to the plan administrator. Annual reports do not contain personal information, such as the amount of your accrued benefit. You may contact your plan administrator if you want information about your accrued benefits. Your plan administrator is identified below under “Where To Get More Information.”

## Summary of Rules Governing Insolvent Plans

Federal law has a number of special rules that apply to financially troubled multiemployer plans that become insolvent, either as ongoing plans or plans terminated by mass withdrawal. The plan administrator is required by law to include a summary of these rules in the annual funding notice. A plan is insolvent for a plan year if its available financial resources are not sufficient to pay benefits when due for that plan year. An insolvent plan must reduce benefit payments to the highest level that can be paid from the plan’s available resources. If such resources are not enough to pay benefits at the level specified by law (see Benefit Payments Guaranteed by the PBGC, below), the plan must apply to the PBGC for financial assistance. The PBGC will loan the plan the amount necessary to pay benefits at the guaranteed level. Reduced benefits may be restored if the plan’s financial condition improves.

A plan that becomes insolvent must provide prompt notice of its status to participants and beneficiaries, contributing employers, labor unions representing participants, and PBGC. In addition, participants and beneficiaries also must receive information regarding whether, and how, their benefits will be reduced or affected, including loss of a lump sum option.

## Benefit Payments Guaranteed by the PBGC

The maximum benefit that the PBGC guarantees is set by law. Only benefits that you have earned a right to receive and that cannot be forfeited (called vested benefits) are guaranteed. There are separate insurance programs with different benefit guarantees and other provisions for single-employer plans and multiemployer plans. Your Plan is covered by PBGC’s multiemployer program. Specifically, the PBGC guarantees a monthly benefit payment equal to 100 percent of the first \$11 of the Plan’s monthly benefit accrual rate, plus 75 percent of the next \$33 of the accrual rate, times each year of credited service. The PBGC’s maximum guarantee, therefore, is \$35.75 per month times a participant’s years of credited service.

*Example 1:* If a participant with 10 years of credited service has an accrued monthly benefit of \$600, the accrual rate for purposes of determining the PBGC guarantee would be determined by dividing the monthly benefit by the participant’s years of service (\$600/10), which equals \$60. The guaranteed amount for a \$60 monthly accrual rate is equal to the sum of \$11 plus \$24.75 (.75 x \$33), or \$35.75. Thus, the participant’s guaranteed monthly benefit is \$357.50 (\$35.75 x 10).

*Example 2:* If the participant in Example 1 has an accrued monthly benefit of \$200, the accrual rate for purposes of determining the guarantee would be \$20 (or \$200/10). The guaranteed amount for a \$20 monthly accrual rate is equal to the sum of \$11 plus \$6.75 (.75 x \$9), or \$17.75. Thus, the participant’s guaranteed monthly benefit would be \$177.50 (\$17.75 x 10).

The PBGC guarantees pension benefits payable at normal retirement age and some early retirement benefits. In addition, the PBGC guarantees qualified preretirement survivor benefits (which are preretirement death benefits payable to the surviving spouse of a participant who dies before starting to receive benefit payments). In calculating a person’s monthly payment, the PBGC will disregard any benefit increases that were made under a plan within 60 months before the earlier of the plan’s termination or insolvency (or benefits that were in effect for less than 60 months at the time of termination or insolvency). Similarly, the PBGC does not guarantee benefits above the normal retirement benefit, disability benefits not in pay status, or non-pension benefits, such as health insurance, life insurance, death benefits, vacation pay, or severance pay.

For additional information about the PBGC and the pension insurance program guarantees, go to the Multiemployer Page on PBGC’s website at [www.pbgc.gov/multiemployer](http://www.pbgc.gov/multiemployer). Please contact your employer or plan administrator for specific information about your pension plan or pension benefit. PBGC does not have that information. See “Where to Get More Information About Your Plan,” below.

## Where to Get More Information

For more information about this notice, you may contact the Plan Administrator at: UIW Pension Plan, Attn: Margaret Bowen, 5201 Capital Beltway Drive, Camp Springs, Maryland 20746; (301)899.0675. For identification purposes, the official plan number is 001 and the plan sponsor’s employer identification number or “EIN” is 11-6106805.

## UIW Directory

### HEADQUARTERS

5201 Capital Gateway Drive  
Camp Springs, MD 20746  
(301) 899-0675

### ANCHORAGE, AK

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

### BALTIMORE, MD

2315 Essex St. 21224  
(410) 327-4900

### COLUMBUS, OH

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

### HONOLULU, HI

606 Kalihi Street 96819  
(808) 845-5222

### HOUSTON, TX

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

### JACKSONVILLE, FL

5100 Belfort Rd. 32256  
(904) 281-2622

### JERSEY CITY, NJ

104 Broadway  
Jersey City 07306  
(201) 434-6000

### JOLIET, IL

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

### NEW ORLEANS, LA

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

### NORFOLK, VA

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

### OAKLAND, CA

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

### PHILADELPHIA, PA

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

### PINEY POINT, MD

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

### SAN JUAN, PUERTO RICO

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

### ST. CROIX, USVI

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

### ST. LOUIS, MO

4581 Gravois Ave. 63116  
(314) 752-6500

### ST. THOMAS, USVI

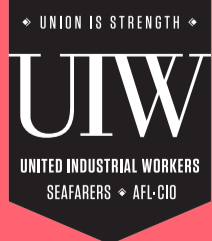
201-3A Altona & Welgust  
Suite 101  
St. Thomas, USVI 00802  
(340) 774-3895

### TACOMA, WA

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

### WILMINGTON, CA

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



Several union members from the Claims Department of the UIW-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland take advantage of the CDC's new mask-wear mandates by going maskless while waiting in line to make purchases at a mobile food kitchen.

## Fully Vaccinated People Don't Need Masks

*Continued from Page 1*

emergence of new, highly transmissible Covid-19 variants, two individuals with knowledge of those conversations said. Other officials, though, have said that despite falling vaccination numbers, the U.S. has vaccinated enough American adults that it can begin to issue guidelines that allow those individuals to ease toward normalcy.

The May 13 announcement by the CDC points to a growing consensus inside the Biden administration that it is safe for the U.S. to begin returning back to normal — that the infection rates are low enough where Americans can begin to relax more so than they have over the past year and half.

The CDC stressed Wednesday, though, that the guidelines do not apply to health care or congregate settings. In the transportation arena, fully vaccinated international travelers arriving in the U.S. are still required to get tested within 3 days of their flight, or show

documentation of recovery from Covid-19 in the past 3 months, and should still get tested 3-5 days after their trip, the CDC said.

In a related development, the federal government has lifted mask requirements in its buildings for all vaccinated federal employees following the May 13 guidance from the CDC.)

A May 17 notice from the Office of Management and Budget (OMB) to all federal government agencies lifted the mask requirement for anyone two weeks post-vaccine — a change not only for the nation's more than 2 million federal workers but also for any contractor or visitor to a federal facility.

"If you are fully vaccinated (at least 2 weeks past your final dose), you are no longer required to wear a mask," OMB wrote in the memo.

"If you are not fully vaccinated (at least 2 weeks past your final dose), please continue to wear a mask consistent with the requirements set forth in your agency workplace safety plan."

The guidance was distributed to agencies during the late afternoon of May 13 after the CDC announced vaccinated people don't need to wear masks indoors or outside.

More than 117 million Americans, or about 35 percent of the population, are now fully vaccinated, though the announcement sparked concern that the shift could remove an incentive for unvaccinated people to get inoculated.

The announcement was one of the first major updates to an executive order President Biden signed on Inauguration Day that required federal employees to wear masks. The order says agencies should be in "compliance with CDC guidelines."

The move has had ramifications beyond the civilian federal workforce. The Department of Defense on May 14 announced that vaccinated personnel would no longer have to wear masks, lifting the requirement for more than 600,000 service members and 250,000 civilian employees.

## FDA Authorizes Vaccine for Adolescents

The United States Food and Drug Administration (FDA) on May 10 granted emergency use authorization (EUA) for the Pfizer-BioNTech COVID-19 vaccine to be available to anyone age 12 and older.

"The FDA's expansion of the emergency use authorization for the Pfizer-BioNTech COVID-19 Vaccine to include adolescents 12 through 15 years of age is a significant step in the fight against the COVID-19 pandemic," said Acting FDA Commissioner Janet Woodcock, M.D. "Today's [May 10] action allows for a younger population to be protected from COVID-19, bringing us closer to retrning to a sense of normalcy and to ending the pandemic. Parents and guardians can rest assured that the agency undertook a rigorous and thorough review of all available data, as we have with all of our COVID-19 vaccine emergency use authorizations."

From March 1, 2020 through April 30, 2021, approximately 1.5 million COVID-19 cases in individuals 11 to 17 years of age have been reported to the Centers

for Disease Control and Prevention (CDC). Children and adolescents generally have a milder COVID-19 disease course as compared to adults. The Pfizer-BioNTech COVID-19 Vaccine is administered as a series of two doses, three weeks apart, the same dosage and dosing regimen for 16 years of age and older.

The FDA has determined that Pfizer-BioNTech COVID-19 Vaccine has met the statutory criteria to amend the EUA, and that the known and potential benefits of this vaccine in individuals 12 years of age and older outweigh the known and potential risks, supporting the vaccine's use in this population.

"Having a vaccine authorized for a younger population is a critical step in continuing to lessen the immense public health burden caused by the COVID-19 pandemic," said Peter Marks, M.D., Ph.D., director of the FDA's Center for Biologics Evaluation and Research. "With science guiding our evaluation and decision-making process, the FDA can assure the public and medical community that the available data meet our rigor-

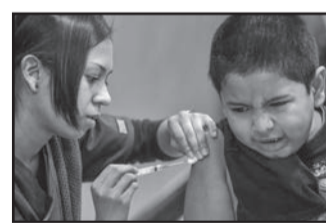
ous standards to support the emergency use of this vaccine in the adolescent population 12 years of age and older."

The FDA and Centers for Disease Control and Prevention (CDC) have extensively reviewed the available research and determined that the Pfizer COVID-19 vaccine is safe and effective at preventing serious illness caused by the coronavirus in individuals as young as age 12.

According to the Washington Post, the Pfizer-BioNTech vaccine originally was authorized for people 16 and older. In a trial of nearly 2,300 adolescents between 12 and 15 years old, half received the two-shot regimen that was shown effective and safe in adults and half received a placebo.

Researchers took blood samples after vaccination and measured antibody levels triggered by the shots. They found stronger immune responses in the teens than in young adults who had already been shown to be protected in the original trial.

This is a common way of investigating whether a vaccine is effective in groups of people not included in the original trial, called "immune bridg-



ing." There were 16 cases of covid-19 — the illness caused by the virus — in the trial, all of them among adolescents who received a placebo. That offered direct evidence that the shots provided strong protection against illness.

The most common side effects were similar to those seen in adults, including pain at the injection site, fatigue, headache, chills, muscle aches and fevers. The side effects tended to be somewhat more common in adolescents. For example, 63 percent of participants 16 and older reported fatigue, but 78 percent of those 12 to 15 years old did. About 14 percent of people 16 and over reported fevers, but 24 percent of younger adolescents did. Side effects were most common after the second dose. The vaccine has also caused very rare anaphylaxis reactions.

# Refusing to Take Vaccines Could Prolong Pandemic

During the first four months of the COVID-19 vaccination campaign in the United States, demand for the vaccine was far greater than supply.

According to Center for American Progress, increasingly, the opposite is happening now: The vaccine doses available exceed the number of people stepping forward to receive them. Some states and counties have even turned away unneeded shipments of vaccines.

A high rate of vaccination nationwide

is crucial to controlling the pandemic’s threat to public health and ushering in a return to full economic activity. While the vaccination rate required to attain “herd immunity”—population-level resistance to the virus—is unknown and depends on a variety of factors, Dr. Anthony Fauci said he believes about 70 to 85 percent of people would need to acquire immunity through vaccination or previous infection with COVID-19. Reaching a vaccination rate of 50

or 60 percent—as the United Kingdom and Israel have—would dramatically lower the number of coronavirus cases and allow the United States to bring transmission under control. As of May 5, 32 percent of the total U.S. population, or more than 107 million people, had been fully vaccinated, and about 45 percent of the population had received at least one dose.

President Joe Biden recently announced a goal to have 70 percent of

adults—who represent 54 percent of the total U.S. population—receive at least their first shot by July 4.

While it largely remains a personal choice, those who are eligible to get the vaccine but chose not to — for whatever reasons — run the risk of not only getting the virus and transmitting it to others, but also of prolonging the pandemic, contributing to spikes in cases, and giving the virus more opportunities to mutate.

## Gone But Not Forgotten

### JOHN BELMONTE

Pensioner John Belmonte, 79, died December 21, 2020. A native of Camden, New Jersey, Brother Belmonte donned the UIW colors in 1966 while working at Victory Refrigeration. He retired and went on pension in 2009. Brother Belmonte made his home in Atco, New Jersey.

### DAVID BOOKER

Brother David Booker, 44, passed away January 6. He joined the union in 1999 while working at Victory Refrigeration. Brother Booker lived in Paulsboro, New Jersey

### MARJORIE CLIFFORD

Pensioner Marjorie Clifford, 77, died February 13. Born in Michigan, Sister Clifford became a UIW member in 1974 while working at Church & Dwight. She began receiving compensation for her retirement in 2004. Sister Clifford made her home in Jeffersonville, Ohio.

### JOHN COLEMAN

Pensioner John Coleman, 75, passed away January 22. Brother Coleman hailed from Thacker, West Virginia. He signed on with the union in 1980 while working at Franklin International. Brother Coleman called an end to his career and went on pension in 2010. He was a resident of Columbus, Ohio.

### FRANCIS DAVIS

Pensioner Francis Davis, 74, died January 23. A native of London, Ohio, Brother Davis joined the UIW ranks in 1971 while working at Church & Dwight. He retired and went on pension in 2008. Brother Davis resided in his native city and state.

### DEBORAH GRAHL

Pensioner Deborah Grahl, 66, passed away February 18. A native of Pennsylvania, Sister Grahl donned the UIW colors in 1975 while working at National Fiberstock, Inc. She called an end to her career in 1994 and went on pension. Sister Grahl was a resident of Philadelphia.

### NELSON GRIESING

Pensioner Nelson Griesing, 81, died February 14. Born in Nuremberg, Pennsylvania, Brother Griesing signed on with the UIW in 1967 while working at A&E Products. He retired and went on pension in 2002. Brother Griesing made his home in Mahanoy City, Pennsylvania.

### JOHN HAGANS

Pensioner John Hagans, 62, passed away March 14. Brother Hagans donned the UIW colors in 1987 while working at Franklin International. He called an end to his career in 2004 and went on pension. Brother Hagans resided in Columbus, Ohio, the place of his birth.

### JANET HARDMAN

Pensioner Janet Hardman, 77, died March 7. Born in Zanesville, Ohio, Sister Hardman joined the union in 1972 while working at Bron-Shoe. She started receiving retirement stipends in 2002. Sister Hardman resided in Asheville, Ohio.

### ISAAC HILTON

Pensioner Isaac Hilton, 72, passed away January 28. A native of South Carolina, Brother Hilton donned the UIW colors in 1978 while working at Container Recyclers. He began receiving retirement stipends in 1992. Brother Hilton was a resident of Philadelphia.

### DEBORAH KICK

Pensioner Deborah Kick, 66, died November 26, 2020. Sister Kick joined the union in 1992 while working at Bron-Shoe. She started receiving stipends for her retirement in 2016. Sister Kick lived in Laurelville, Ohio.

### RICHARD VAN LUVENDER

Pensioner Richard Van Luvender, 72, passed away February 10. Born in Moosic, Pennsylvania, Brother Van Luvender came under the UIW umbrella in 1966 while working at John Friend Co. He began receiving pension stipends in 1989. A U.S. military veteran, Brother Van Luvender was a resident of Pittston, Pennsylvania.

### ROBERTO MEJIA

Pensioner Roberto Mejia, 59, died February 13. Born in Mexico, Brother Mejia donned the union colors in 1988 while working at Crown Cork & Seal. He called an end to his career and went on pension in 2005. Brother Mejia called Abilene, Texas home.

### CHARLES PERSING

Pensioner Charles Persing, 89, passed away February 28. Brother Persing signed on with the UIW in 1980 while working at Paulsen Wire Rope. He retired and went on pension in 1993. Brother Persing made his home in Sunbury, Pennsylvania.

### FUJIKO ROBINSON

Pensioner Fujiko Robinson, 88, died February 20. Born in Japan, Sister Robinson donned the UIW colors in 1970 while working at East Wind Industries, Inc. She called an end to her career and went on pension in 1987. Sister Robinson lived in Newark, New Jersey.

### JUDY ROGERS

Pensioner Judy Rogers, 74, passed away March 24. Sister Rogers hailed from Ohio and joined the union in 1973 while working at Church & Dwight. She began receiving stipends for her retirement in 1986. Sister Rogers resided in her native state in the city of London.

### CLAIRE SAMPSON

Pensioner Claire Sampson, 83, died February 9. A native of Philadelphia, Sister Sampson donned the UIW colors in 1964 while working at National Fiberstock. She called an end to her career in 1994 when she went on pension. Sister Sampson resided in the state and city of her birth

### DAVID SINGLEY

Pensioner David Singley, 62, passed away November 15. Brother Singley hailed from Hazelton, Pennsylvania. He joined the union in

1976 while working at A&E Products Group. Brother Singley began receiving pension stipends in 2003. He called Mahanoy City, Pennsylvania home.

### RONALD UNDERKOFFLER

Pensioner Ronald Underkoffler, 77, died March 5. Born in Sunbury, Pennsylvania, Brother Underkoffler signed on with the UIW in 1981 while working at Paulsen Wire Rope. He retired and went on pension in 1993. Brother Underkoffler resided in his native city and state.

## UIW Pensioners

**Steven Athey**  
Bron-Shoe Co.  
Grove City, Ohio

**Mark McClain**  
Armaly Brands  
London, Ohio

**Darwin Bobb**  
Paulsen Wire Rope  
Selinsgrove, Pennsylvania

**Albert Mercer**  
Progressive Driver Svs.  
Ballston Spa, New York

**Kenneth Brown**  
Crown Cork & Seal  
Ft. Worth, Texas

**Robert Norton**  
Paulsen Wire Rope  
St. Petersburg, Florida

**Loma Bucher**  
A&E Products  
Mount Carmel, Pennsylvania

**Carmen Rodriguez**  
Queen Mary  
Long Beach, California

**Steven Campbell**  
Paulsen Wire Rope  
Northumberland, Pennsylvania

**Miguel Rosa**  
Victory Refrigeration  
Camden, New Jersey

**Erma Charles**  
Bron-Shoe  
Columbia, Ohio

**Reuben Sessoms**  
Dixie Manufacturing Co.  
Mufreesboro, North Carolina

**Timothy Cordle**  
Church & Dwight  
London, Ohio

**Ungja Sima**  
Severson Group – 29 Palms  
29 Palms, California

**Robert Crawford**  
Church & Dwight  
George West, Texas

**Debbie Thomas**  
Victory Refrigeration  
Berlin, New Jersey

**Jose Espinoza**  
Jaunita's Foods  
Wilmington, California

**Eric Thomas**  
Crown Cork & Seal  
Abilene, Texas

**Froylan Hernandez-Jimenez**  
Urban Commons Queensway,  
LLC  
Wilmington, California

**Emma Whipp**  
National Fiberstock, Inc.  
Rio Grande, New Jersey

**Deborah Keck**  
Bron-Shoe  
Laurelville, Ohio

**Piper White**  
Armaly Brands  
London, Ohio

**Kelly Kincaid**  
Crown Cork & Seal  
Novice, Texas

**John Wood**  
Consolidated Personnel Corp.  
Northville, New York

**Ellen Kuczynski**  
A&E Products  
Zion Grove, Pennsylvania

**Nicholas Zito**  
Victory Refrigeration  
Cherry Hill, New Jersey



## Gerrymandered Anti-Worker Vote Helped Amazon

In all of the coverage about how Amazon and its relentless anti-union campaign defeated the union organizing drive at its fulfillment center in Bessemer, Alabama, one key feature of Amazon's campaign deserves highlighting—namely, Amazon's countless tactics to try and delay the vote and dilute the union's support by adding thousands of workers to the bargaining unit who hadn't previously been involved in the organizing drive. This common tactic, which is straight out of the standard union avoidance playbook, unquestionably played a significant role in defeating the organizing drive. Yet the tactic is perfectly legal under our current labor law. The Protecting the Right to Organize (PRO) Act would put a stop to this tactic and put voting decisions back in the hands of workers and the National Labor Relations Board (NLRB).

First, some background. When workers want to form a union, they typically gather signatures on a petition or cards indicating their support for union representation. If workers and their union gather signatures from at least 30% of the group—known as the “bargaining unit”—the NLRB will process a petition for a representation election. The NLRB will hold a hearing on the petition and issue a decision setting an election date, the voting bloc, the method of voting (mail ballot or in person), and other details.

When employers are notified of an election petition, their first play when they want to defeat an organizing drive is to stall the election and give themselves time to campaign against the union, as Amazon did in Bessemer. A common employer tactic—and one employed by Amazon—is to use the NLRB hearing to argue that the voting bloc should be different from the group described by workers in their election petition. Typically, employers will argue that the voting bloc/bargaining unit should be larger than the one sought by workers, because employers know they can dilute the union's support by adding workers who haven't previously been involved in the organizing drive.

Employers slow down the process by asking for a hearing on the proposed bargaining unit, which can take weeks or even months. In the meantime, the employer holds mandatory meetings where workers are required to listen to anti-union speeches by the company.



Employers hire professional “union avoidance” consultants, who are paid thousands of dollars a day to script and run anti-union campaigns. The longer the employer can delay, the longer the employer can run its campaign. Meanwhile, the union has no similar access to the facility to talk with workers about the benefits of organizing.

This is precisely what Amazon did in Bessemer. The Retail, Wholesale and Department Store Workers Union (RWDSU) filed a petition with the NLRB on November 20, 2020, seeking an election to represent a unit of 1,500 full-time and part-time workers at the Bessemer fulfillment center. The petition excluded temporary and seasonal employees from the bargaining unit, which is typical, because these short-term employees do not have the same permanent attachment to the job as regular employees. If Amazon had not intervened, an election would likely have been held among the 1,500-person voting bloc in late December.

But Amazon followed the standard employer playbook and insisted on an NLRB hearing over the proposed bargaining unit. Amazon argued that seasonal employees should be included, which increased the size of the bargaining unit almost fourfold—from 1,500 employees to 5,800 employees.

At this point, the union faced a choice—either agree to Amazon's demand for the much larger unit or endure weeks and months of delay while the parties litigated the bargaining unit issue at the NLRB, with the employer running its anti-union cam-

paign all the while. Not surprisingly, the union agreed to the larger bargaining unit in order to keep the election process moving. But the union then faced the Herculean task of organizing thousands of short-term employees who were now being approached about the organizing campaign for the first time. And we all know the result: Amazon won, and workers lost.

How is it that employers hold so much power in this process—a process that is supposed to be about workers deciding whether they want to form a union? Under current law, the National Labor Relations Act (NLRA) directs the NLRB to determine whether the bargaining unit proposed by workers is “appropriate.” The NLRB uses a “community of interest” test in making this determination, that is, do the workers in the proposed bargaining unit share common supervision, common terms and conditions of employment, or other similar experiences such that it makes sense for them to bargain together as a unit with the employer?

But under current law as interpreted by the NLRB, employers are permitted to intervene and argue against the proposed bargaining unit by saying that other workers should be included, or that the bargaining unit should be otherwise reconfigured. The Trump NLRB changed the rules to favor employers even more. If the employer challenges the proposed bargaining unit, the NLRB will hold a hearing, which delays the election by weeks or months while the NLRB hears evidence and renders a written

ruling. Often a union faced with this predicament will acquiesce to the employer's proposed bargaining unit, or negotiate a compromise, in order to avoid the expense and delay of an NLRB hearing. That is what happened in Bessemer.

The Protecting the Right to Organize (PRO) Act, passed by the House of Representatives in March and currently pending in the Senate, would curtail the ability of employers to gerrymander bargaining units and delay elections. It does so in three ways. First, the PRO Act directs that employers have no role in the processing of NLRB election petitions—the proceeding is between workers, their union, and the NLRB. Employers would no longer be able to intervene in the election proceedings to try to gerrymander the bargaining unit. Second, the PRO Act makes clear that the bargaining unit proposed by the union will be the voting unit as long as the workers share a community of interest and workers outside the proposed bargaining unit do not have an overwhelming community of interest with them. Finally, the PRO Act codifies reforms adopted by the Obama NLRB—and largely repealed by the Trump NLRB—to streamline the election process to cut down on unnecessary delays that employers then use to campaign against the union.

If the PRO Act's measures had been in place for the Bessemer campaign, what would have happened? The union would have petitioned for its 1,500 person unit in November. The NLRB would have held a quick hearing within eight days of the petition, verified that the proposed bargaining unit was appropriate, and scheduled a vote that likely would have taken place within a few weeks' time. Amazon would have had no standing to challenge the proposed bargaining unit, the method of voting, or the date of the election. Workers would have voted on forming a union in late December, and they would have been spared weeks of Amazon's anti-union campaign.

By exercising its rights under current law, Amazon was able to drag out the process, gerrymander the bargaining unit, and use the delay to run a campaign to undermine the organizing drive—and it worked. Congress must pass the PRO Act to correct this glaring deficiency in the law.

## Who Are Today's Union Members?

One in nine workers—15.9 million working women and men in the United States—are represented by a union. This makes organized labor one of the largest institutions in America. It is also one of the most diverse, representing workers of all ages, at all levels of education, of diverse races and ethnicities, and across most industries in America.

Altogether, about two-thirds of working people ages 16+ who are covered by a union contract are women and/or people of color:

- As of 2020, roughly 10.6 million of the 15.9 million workers covered by a union contract are women and/or people of color.
- Almost half of workers represented by a union are women (47.1%).
- Nearly four in 10 (37.4%) are African American, Hispanic, Asian Americans and Pacific Islanders (AAPI), or other nonwhite workers.
- Black workers are the most likely to be represented by unions: 13.6% are covered by a collective bargaining agreement, compared with 12.3% of white workers, 11.0% of Hispanic workers, and 10.3% of AAPI workers.

### Unions represent workers of all ages

By age, union membership rates continued to be

highest among workers ages 45 to 64. In 2020, 13.2 percent of workers ages 45 to 54 and 13.0 percent of those ages 55 to 64 were union members.

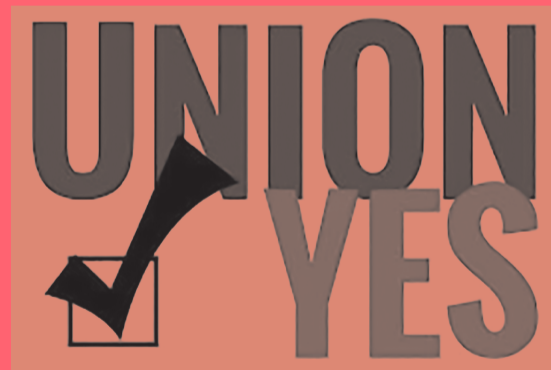
### Education, Health Services Sectors Lead in Union Membership

Union workers hail from a variety of sectors, but the biggest share work in education or health services:

- Nearly three in 10 private-sector workers (27.2%) covered by a union contract work in education or health services.
- Nearly half of workers (49.7%) covered by a union contract are public-sector workers.
- Roughly one in seven workers (15.1%) covered by a union contract works in transportation or utilities.
- Nearly one in six private-sector workers (16.0%) covered by a union contract works in manufacturing.
- Unions represent workers at all levels of education.
- Roughly three in 10 workers (30.3%) ages 16+ and covered by a union contract have a high school or less education.
- Nearly six in 10 workers (58.4%) covered by a union contract have an associate degree or more education.
- Close to half (46.5%) have a bachelor's degree or more education.

### Union density varies widely from state to state

In 2020, 30 states and the District of Columbia had union membership rates below that of the U.S. average (10.8 percent), while 20 states had rates above it. All states in both the East, South Central and West South Central divisions had union membership rates



below the national average, while all states in both the Middle Atlantic and Pacific divisions had rates above it.

Nine states had union membership rates below 5.0 percent in 2020. South Carolina had the lowest rate (2.9 percent). The next lowest rates were in North Carolina and Utah (3.1 percent and 3.7 percent, respectively). Two states had union membership rates over 20.0 percent in 2020: Hawaii (23.7 percent) and New York (22.0 percent).

Over half of the 14.3 million union members in the U.S. lived in just seven states (California, 2.4 million; New York, 1.7 million; Illinois and Pennsylvania, 0.7 million each; and Michigan, New Jersey, and Ohio, 0.6 million each). These states, however, accounted for about one-third of wage and salary employment nationally.