

The United Worker

The United Worker is also available online at www.uiwunion.org

Volume 47, Number 4

October-December

2021

Biden Signs Infrastructure Bill into Law

\$1.2 Trillion Package Will Benefit Everyone

President Biden enacted a key piece of his domestic spending agenda Nov. 15 when signed a \$1.2 trillion infrastructure bill into law. The legislation, the Infrastructure Investment and Jobs Act, will funnel billions of dollars to states and local governments to upgrade outdated roads, bridges, transit systems and more.

According to several sources, the event — which the White House said took place in front of some 800 guests, including members of Congress, governors and state and local officials from both sides of the aisle, as well as labor and business leaders — saw the president deliver on two key campaign promises: his vow to broker legislation that could get support from both Republicans and Democrats; and his pledge to get major legislation to provide badly needed money for public works projects that his predecessors from both parties tried repeatedly to move, but failed to deliver.

The U.S. House of Representatives, during the early morning hours of Nov. 6, passed the package following months of internal deliberations and painstaking divisions among Democrats. The final vote was 228-206. Thirteen Republicans voted with the majority of Democrats in support of the bill, though six Democrats voted against it. The legislation passed the Senate in August by a 69-30 vote, but was stalled in the House as Democrats tried to negotiate a deal on a separate \$1.9 trillion economic package, another key component of Biden's agenda that many Democrats had tied to the fate of the infrastructure bill.

"Look folks, for too long, we've



President Biden signed the Infrastructure Investment and Jobs Act into law November 15 on the South Lawn of the White House. During the event, the president was surrounded by lawmakers and members of his Cabinet during a ceremony which attracted some 800 guests.

talked about having the best economy in the world," President Biden told those in attendance prior to signing the bill. "We've talked about asserting American leadership around the world with the best and the safest roads, railroads, ports, airports.

"Here in Washington, we've heard countless speeches and promises and white papers from experts. But today, we're finally getting this done.

"The world has changed, and we have to be ready," he continued. "My fellow Americans, today I want you to know, we hear you and we see you. The bill I'm about to sign into law is proof that despite the cynics, Democrats and Republicans can come together and deliver results. We can do this. We can deliver real results for real people.

"So my message to the American

people is this: America is moving again, and your life is going to change for the better," Biden said.

"Victories like this are why we campaigned so hard for President Biden," said AFL-CIO President Liz Shuler in a Nov. 6 statement following the House passage of the Infrastructure Investment and Jobs Act and a path forward on the

See *Infrastructure*, Page 3

Happy Holidays

Notice to Employees Covered by Union Agreements Page 6

The Labor-Management Reporting & Disclosure Act Page 6



COVID-19's Effect on Workers Likely Will Remain Unknown

The full extent of the COVID-19 pandemic's effect on the nation's workforce will likely remain unclear because of the lack of a comprehensive national system to gather such information, according to the AFL-CIO's annual report on the state of safety and health protections for U.S. workers.

The 30th edition of *Death on the Job: The Toll of Neglect* — released May 4 — stated that "employer reporting of COVID-19 cases still is mandatory only in a few states with specific standards or orders."

During a May 4 press conference, AFL-CIO Safety and Health Director Rebecca Reindel noted that the Bureau of Labor Statistics said on its website that it won't produce COVID-19 estimates.

"The Survey of Occupational Illnesses and Injuries (SOII) relies on Occupational Safety and Health

Administration (OSHA) recordkeeping requirements, which mandate employers record certain work-related injuries and illnesses on their OSHA 300 log," BLS said on its website. "While the SOII may capture some recordable COVID-19 cases reported by employers, the SOII will not produce estimates specifically covering COVID-19 illnesses."

BLS also noted on its website that fatal occupational illnesses, including COVID-19, "are out of scope for the Census of Fatal Occupational Injuries unless precipitated by an acute injury."

Reindel said she hopes an OSHA emergency temporary standard related to COVID-19 would include reporting requirements.

"Strong reporting requirements

See *COVID-19*, Page 3

From the President

In Support of the PRO Act

During the White House Labor Day observance, both President Biden and AFL-CIO President Liz Shuler emphasized the importance of passing legislation that would boost workers' rights. Biden reiterated his full support for the Protecting the Right to Organize (PRO) Act, while Shuler explained why the bill remains organized labor's top legislative priority.



Michael Sacco

The bill already passed in the House of Representatives but faces challenges in the Senate, mainly because of a likely filibuster.

It has been several months since I wrote about the PRO Act. For those who missed the earlier communication or who are interested in a refresher, I'll start by pointing out that nearly half of all nonunion workers (more than 60 million people) would join a union today if given the chance, according to non-partisan polling. Public approval of unions, at 65 percent, has reached one of its

highest marks in decades.

Union members can bargain for higher wages and are much more likely to have health care and a pension. The union advantage is even greater for people of color, women, immigrants, and others who have confronted workplace discrimination. A union contract is a potent weapon because it establishes fair and transparent systems for hiring and firing, wages and more.

Things have gotten so bad, there is an entire union-busting industry that basically works nonstop to block workers from exercising those rights. And, according to the AFL-CIO, in nearly half of all union organizing drives, employers break the law. They lie, threaten, and routinely fire union supporters. Workers are forced to attend mandatory meetings focused on union-bashing. Any fines for this illegal behavior are often inconsequential.

This explains how we have reached the point where more than 60 million people would vote to join a union, but only one in 10 workers actually has one. Not coincidentally, as the collective strength of workers to negotiate for better pay and benefits has eroded, the gap between rich and poor has reached levels unseen since the Great Depression. The fall of union density has been a direct cause of rising inequality over the past four decades.

Passing the PRO Act will update the NLRA and give workers a fair opportunity to join or form a union. Once workers vote to form a union, the PRO Act will require the National Labor Relations Board to set a time limit for the employer to commence bargaining a first contract. (Too often, when workers choose to form a union, employers stall the bargaining process to avoid reaching an agreement.)

The PRO act includes many other benefits for workers and their families – and their employers. Workers who have a voice on the job are the best kind.

Significantly, the PRO Act will finally end so-called “right to work” (for less) laws once and for all. These laws have been promoted by a network of billionaires and special interest groups in an effort to divide working people and give more power to corporations at the expense of workers. They have had the effect of lowering wages and eroding pensions and health care coverage in states where they have been adopted.

Happy Holidays

Although we're all still dealing with the COVID-19 pandemic, we've at least been able to take some steps toward normalcy during the past year. It hasn't been easy, and I appreciate the sacrifices and efforts of everyone throughout our organization, starting with the rank-and-file members and most definitely including our staff and our officials.

As we head into the winter holidays, I wish everyone safety and happiness. If you're on the job during the holidays, thank you for helping fulfill our commitments. If you're home, enjoy time with your family and friends.



Tom Conway
President, United Steelworkers

Everyone Reaps Benefits From Infrastructure Bill

Editor's note: The following piece was written by Tom Conway, president, United Steelworkers. It has been slightly edited to conform to local style and space considerations.

“We Supply America” bus tour organizer and USW Local 1025 President Donnetta Williams and her co-workers at the Corning plant in Wilmington, N.C., hail from different backgrounds and hold diverse views.

But just as they team up on the production floor to make top-quality products powering the Internet, they banded together to push for a long-overdue infrastructure program that's destined to lift up their community and countless others across America.

They didn't fight alone. Williams and her colleagues were among a veritable army of Steelworkers and other activists from all over America whose unstinting advocacy helped to propel a historic infrastructure package through Congress and into the Oval Office.

Their rallies, letters, phone calls, tweets and visits to congressional offices provided the heft behind the bipartisan legislation that cleared the House last week, just as their steely resolve helped to deliver the Senate's vote in August.

“It unified us,” Williams, president of United Steelworkers (USW) Local 1025, said of the bill, which Democratic President Joe Biden's signed, will invest billions in roads, bridges, seaports locks and dams, manufacturing facilities, energy systems and communications networks.

“Everyone benefits,” she said, noting the infrastructure program will create and sustain millions of union manufacturing and construction jobs while modernizing the nation and revitalizing its manufacturing base. “It's not about one particular party or one particular person. It's about the nation as a whole and our future and what can be accomplished when everybody works together.”

Williams and her colleagues make optical fiber, the backbone of broadband networks, a product as fine as thread that carries voice, data and video over the information superhighway at tremendous speed. Across the nation, however, the availability of high-speed broadband remains grossly uneven, and even some of Williams' co-workers can't access it for their own families.

That absurdity inflamed Local 1025's support for an infrastructure program that will deliver affordable, high-quality Internet to every American's door while also bringing urgently needed repairs to school buildings, expanding the clean economy and upgrading crumbling, congested roads in Wilmington and other cities.

Williams and her co-workers sent their representatives and senators hundreds of postcards and emails championing the infrastructure legislation. And when the USW's multi-city “We Supply America” bus tour rolled into Wilmington in August to promote the bill, many of Williams' co-workers donned blue-and-yellow T-shirts and turned out for a rally to show they were all in.

“They were the wind behind everything,” Williams said of the Local 1025 members, who clapped and cheered when it was her turn to speak.

Miners on Minnesota's Iron Range also pulled out all the stops to press for the legislation, knowing it will support family-sustaining union jobs for generations to come by increasing demand for the materials and components needed to rebuild transportation networks, upgrade drinking water systems and tackle other improvement projects.

“This is something that we needed. We still have pipes in this country that are made of wood. That's crazy,” said Cliff Tobey, the benefits and joint efforts coordinator for USW Locals 2660 and 1938, who wrote postcards, dropped in to congressional offices and even penned a column on the bill for the local newspaper.

But he didn't stop there. Just a couple of days after the bill passed the House, Tobey was part of a USW delegation making one more visit to local congressional offices to ensure the package contained exactly what America's workers expected.

“I think we understand what infrastructure means,” Tobey said, stressing the bill's importance for workers across a giant swath of industries. “It's not just steel. It's paper. It's rubber. It's glass. They'll all gain from this.”

His own advocacy was driven partly by the 2007 collapse of the Interstate 35W bridge in Minneapolis, a tragedy that sent cars and trucks, commercial vehicles and a school bus plummeting

See *Bipartisan*, Page 3



The United Worker

Vol. 47, No. 4 October-December 2021

The official publication of the United Industrial, Service, Transportation, Professional and Government Workers of North America, AGLIW, AFL-CIO, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746. Telephone (301) 899-0675. Direct inquiries to Jim Guthrie, editor.

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

Atlantic Region: Joseph Soresi, vice president

Caribbean Region: Jacqueline Dickerson, vice president

Great Lakes Region: Monte Burgett, vice president

Gulf Coast Region: Dean Corgey, vice president

Midwest Region: Chad Partridge, vice president

West Coast Region: Nicholas Marrone, vice president



Halloween Costume Contest at Piney Point



Union members at the UIW-affiliated Paul Hall Center for Maritime Training and Education conducted the annual Halloween Costume Contest Oct. 29. Six contestants dressed out in their finest attire in their respective efforts to claim the event's top prize. Pictured from left in the photo above (costumes used as middle names) are Kirsten "Biker Chick" Knokey, Jenell "Tigger" Gandy, Kim "Raggedy Ann" Greenwell, Becky "Chuckie" Howe, Minette "Spaghetti & Meatballs" Clarke and Katlyn "Spirit of Halloween" Gagnon. Gagnon claimed first place honors while Greenwell finished second. Clarke finished in the third place position.

Infrastructure Bill Becomes Law

Continued from Page 1

Build Back Better Act. "Finally, at long last, infrastructure week is really here. Today's final passage of the Infrastructure Investment and Jobs Act is a monumental political and legislative accomplishment.

"After decades of delay and decline, America's workers stand ready to rebuild our country," Shuler continued. "This \$1 trillion investment in roads, bridges, transit, rail, climate change mitigation, electric vehicles, clean drinking water, high-speed internet, resilient transmission lines and more is centered around the creation of good union jobs.

"Yet there is still more work to be done. The Build Back Better Act will knock down the barriers that have prevented so many workers, especially women and people of color, from finding high-quality sustainable jobs," she said. "It will make quality child care and elder care available to relieve the burden families face in getting back to work. Investments in good, clean union energy jobs will help us fight climate change and protect our communities. Improvements to our immigration system will ease the burden for those who want to call America home.

"Wealthy individuals and corporations finally will pay their fair share in taxes. And for the first time, employers will be hit with real financial penalties for union-busting, making this the most significant advancement for the right to organize since passage of the National Labor Relations Act in 1935.

"President Biden promised to be the most pro-union president in history—and today is another down payment on that promise," Shuler said. "We

are so close to making our economy fairer and safer for working people, and we can't stop now.

"With the bipartisan infrastructure bill set to become law, the House and Senate must finish the job by sending the Build Back Better Act to President Biden's desk," she concluded.

The infrastructure bill will cost \$1.2 trillion over eight years, and offers more than \$550 billion in new spending, including:

- \$110 billion toward roads, bridges and other much-needed infrastructure fix-ups across the country; \$40 billion is new funding for bridge repair, replacement and rehabilitation and \$17.5 billion is for major projects;

- \$73 billion for the country's electric grid and power structures;

- \$66 billion for rail services;
- \$65 billion for broadband;
- \$55 billion for water infrastructure;
- \$21 billion in environmental remediation;
- \$47 billion for flooding and coastal resiliency as well as "climate resiliency," including protections against fires, etc.;

- \$39 billion to modernize transit, which is the largest federal investment in public transit in history, according to the White House;

- \$25 billion for airports;
- \$17 billion in port infrastructure;
- \$11 billion in transportation safety programs;
- \$7.5 billion for electric vehicles and EV charging; \$2.5 billion in zero-emission buses, \$2.5 billion in low-emission buses, and \$2.5 billion for ferries;

The bill will include language regarding enforcement of unemployment insurance fraud; and it will add \$256 billion in projected deficits over 10 years, according to the Congressional Budget Office.

COVID-19's Full Impact On Workers Still Unknown

Continued from Page 1

would be something important in an emergency standard because this is an ongoing national emergency, and we need that real-time information in order to intervene," she said. "It would be a critical element."

Injury and fatality data

The fatality and injury data used in the report is the most recent available from BLS and precedes the pandemic.

In 2019, 5,333 workers died on the job, and 275 died each day from hazardous working conditions. The report estimates that 95,000 people died from occupational illnesses, which, as previously mentioned, aren't typically recorded by BLS.

The overall job fatality rate in 2019 was 3.5 per 100,000 workers, but Latino workers had a fatality rate of 4.2 per 100,000 – up from 3.7 in 2018. Black workers also had a higher fatality rate than the national average, at 3.6 per 100,000 workers.

Other data from the report:

Workers 55 and older made up more than a third of the total fatalities, and those 65 or older had a fatality rate of 9.4 per 100,000 workers.

Workplace violence was the third leading cause of death (841), behind transportation incidents (2,122) and slips, trips and falls (880). More than half of the workplace violence deaths were ruled homicides (454).

Alaska (14.1 per 100,000 workers) and Wyoming (12.0) had the highest fatality rates among states.

Agriculture, forestry, fishing and hunting had the highest fatality rate among industries (23.1).

The report also noted that OSHA's corps of inspectors is "near its lowest number since the agency opened 50 years ago." As of Sept. 30, the agency had 1,798 inspectors for 10.1 million workplaces under its jurisdiction.

Bipartisan Infrastructure Bill Benefits All Workers Across Labor Spectrum

Continued from Page 2

more than 100 feet. The collapse killed 13 and injured dozens of other motorists during their evening commute.

Investigators eventually attributed the collapse to a design flaw. But the span, which carried 144,000 vehicles a day, had been previously classified as "structurally deficient" and "fracture critical" because of maintenance issues.

There was no reason for that kind of neglect, Tobey said, noting how long America's skilled workers have wanted to overhaul the nation's crumbling infrastructure. Now, they'll get that chance.

"It shows that when Steelworkers put their minds to something, they fight, and they keep fighting until they get it done," Tobey observed.

The infrastructure bill will stimulate manufacturing and job growth all along supply chains.

That's because construction projects require not just steel, aluminum, glass and other raw materials but paint, insulation, roofing products and electronic equipment, among many other items. Builders also need trucks to transport materials and heavy equipment for use at job sites.

"They're going to be buying Bobcats," said William Wilkinson, president of USW Local 560 in Gwinner,

North Dakota, noting the Steelworkers fought to include domestic procurement requirements in the infrastructure bill, ensuring the nation rebuilds with highly skilled union workers.

Wilkinson represents hundreds of workers who make excavators, skid loaders, utility vehicles and various attachments. And when the infrastructure program increases demand for those products, many other businesses, like Bobcat's suppliers and local stores, also will benefit.

"Everyone supported it," Wilkinson said of the infrastructure bill.

After the many months they spent advocating for the legislation, USW members want nothing more than to get to work rebuilding America.

"It's dear to our hearts," Williams said of the historic opportunity.

New Coronavirus Variant Takes Center Stage

World Scientists Scramble to Find Answers About Transmissibility, Efficacy of Vaccines

While many of America's health care professionals were enjoying the Thanksgiving holiday with family and friends, their counterparts a half-world away in Geneva, Switzerland were busy sounding the alarm on a new coronavirus variant emerging in South Africa.

Officials at the World Health Organization (WHO) on Nov. 26 announced they had designated the new "variant of concern" and named it Omicron. Not much is yet known about new variant but experts say it could take hold, causing infections to surge.

"Omicron's very emergence is another reminder that although many of us might think we are done with COVID-19, it is not done with us," said Tedros Adhanom Ghebreyesus, WHO's director general.

According to *USA Today*, South African scientists say Omicron may be behind the recent spike in COVID-19 infections in Gauteng, the country's most populous province.

Portuguese health authorities on Nov. 29 identified 13 cases of Omicron among members of a soccer club. One of the players who tested positive had recently traveled to South Africa.

Canada's health minister said the country's first two cases of Omicron were found in Ontario after two individuals who had recently traveled from Nigeria tested positive. The variant has also been detected in travelers to Belgium, Botswana, Hong Kong, Australia, and Israel.

The first confirmed case of Omicron variant was detected in the United States Dec. 1, according to the U.S. Centers for Disease Control and Prevention (CDC). Dr. Anthony Fauci, director of the National Institute of Allergy and

Infectious Diseases, substantiated the claim during a White House news briefing the same day and said the case at issue involved an individual who traveled from South Africa Nov. 22 and tested positive for COVID-19 on Nov. 29.

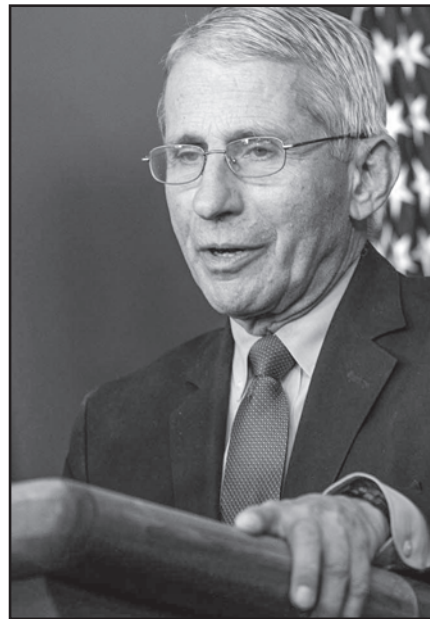
That individual, Fauci said, is self-quarantining and close contacts have tested negative for the coronavirus so far. The person was fully vaccinated and is experiencing "mild symptoms, which are improving at this point," Fauci said.

The California and San Francisco public health departments confirmed the case was caused by the Omicron variant through genomic sequencing conducted at the University of California at San Francisco; the sequencing was confirmed by the CDC. Officials from Color Health, Inc., said in a statement it returned the positive test result through a San Francisco COVID-19 testing program, and Omicron was identified in under 30 hours "from the time of collection to strain confirmation."

Scientists are working to determine how transmissible the variant is, how sick it makes people and how well current vaccines work against it. Until more information is learned about the variant, the U.S. has restricted travel from South Africa and seven other countries.

The CDC in a Dec. 1 media statement said it has been actively monitoring and preparing for this variant, and we will continue to work diligently with other U.S. and global public health and industry partners to learn more. Despite the detection of Omicron, Delta remains the predominant strain in the United States.

The Biden administration expects to see more cases of the Omicron variant of coronavirus, according to a report by



Dr. Anthony Fauci
Director, National Institute
of Allergy and Infectious Diseases



Jen Psaki
Press Secretary
White House

CNN. White House press secretary Jen Psaki voiced the president's anticipation during a Dec. 2 press briefing. She also reiterated prior comments from public health officials, noting that recently-instituted travel restrictions would not prevent the variant from entering the US, but give the country some lead time to prepare.

"We do anticipate there will be more cases and we know that will be the case. And that's why we're focused on everything we can to fight the virus and the variant," Psaki said.

Psaki stressed the need to be careful in how the government and the media "assess and attribute" potential community spread, and said that the White House will provide information about variant cases in the country "as it becomes available."

"There's a lot we don't know about the variant yet," Psaki underscored. "It could be less deadly. It could be more. We don't know."

"The President ... continues to believe that if we build on the bold steps that we've taken to date, if we continue to make the vaccines more accessible, to increase testing, increase masking, we can return to a version of normal in this country. That's what everybody wants, and everybody would like to see," she added.

The emergence of the Omicron variant further emphasizes the importance of vaccination, boosters, and general prevention strategies needed to protect against COVID-19. Everyone 5 and older should get vaccinated and boosters are recommended for everyone 18 years and older.

CDC Shares What it Knows About New COVID Variant

Editor's note: The following information was provided in a Dec. 6 news release by the U.S. Centers for Disease Control and Prevention.

How easily does Omicron spread?

The Omicron variant likely will spread more easily than the original SARS-CoV-2 virus and how easily Omicron spreads compared to Delta remains unknown. The CDC expects that anyone with Omicron infection can spread the virus to others, even if they are vaccinated or don't have symptoms.

Will Omicron cause more severe illness?

More data are needed to know if Omicron infections, and especially reinfections and breakthrough infections in people who are fully vaccinated, cause more severe illness or death than infection with other variants.

Will vaccines work against Omicron?

Current vaccines are expected to protect against severe illness, hospitalizations, and deaths due to infection with the Omicron variant. However, breakthrough infections in people who are fully vaccinated are likely to occur. With other variants, like Delta, vac-

cines have remained effective at preventing severe illness, hospitalizations, and death. The recent emergence of Omicron further emphasizes the importance of vaccination and boosters.

Will treatments work against Omicron?

Scientists are working to determine how well existing treatments for COVID-19 work. Based on the changed genetic make-up of Omicron, some treatments are likely to remain effective while others may be less effective.

Vaccines remain the best public health measure to protect people from COVID-19, slow transmission, and reduce the likelihood of new variants emerging. COVID-19 vaccines are highly effective at preventing severe illness, hospitalizations, and death. Scientists are currently investigating Omicron, including how protected fully vaccinated people will be against infection, hospitalization, and death. The CDC recommends that everyone 5 years and older protect themselves from COVID-19 by getting fully vaccinated. The agency also urged that everyone ages 18 years and older should get a booster shot at least two months after their initial J&J/Janssen vaccine or six months after completing

their primary COVID-19 vaccination series of Pfizer-BioNTech or Moderna.

Masks offer protection against all variants.

The CDC continues to recommend wearing a mask in public indoor settings in areas of substantial or high community transmission, regardless of vaccination status. CDC provides advice about masks for people who want to learn more about what type of mask is right for them depending on their circumstances. This information is available at <https://www.cdc.gov/coronavirus/2019-ncov/prevent-getting-sick/about-face-coverings.html>

Tests can tell you if you are currently infected with COVID-19.

Two types of tests are used to test for current infection: nucleic acid amplification tests (NAATs) and antigen tests. NAAT and antigen tests can only tell you if you have a current infection. Individuals can use the COVID-19 Viral Testing Tool available at <https://www.cdc.gov/coronavirus/2019-ncov/testing/diagnostic-testing.html> to help determine what kind of test to seek. Additional tests would be needed to determine if an individual's infection was caused by Omicron. People are encouraged to visit their state, tribal, local, or territorial health department's websites to look for the latest local information on testing.

Self-tests can be used at home or anywhere, are easy to use, and produce rapid results. Those whose self-test has a positive result should stay home or

isolate for 10 days, wear a mask if they have contact with others, and call their healthcare provider. People with any questions about their self-test result should call their healthcare provider or public health department.

Until more is known about the risk of Omicron, the CDC says it is important that everyone use all tools available to protect themselves and others.

Virus Characteristics

CDC scientists are working with partners to gather data and virus samples that can be studied to answer important questions about the Omicron variant. Scientific experiments have already started. CDC will provide updates as soon as possible.

Variant Surveillance

In the United States, CDC uses genomic surveillance to track variants of SARS-CoV-2, the virus that causes COVID-19 to more quickly identify and act upon these findings to best protect the public's health. CDC established multiple ways to connect and share genomic sequence data being produced by CDC, public health laboratories, and commercial diagnostic laboratories within publicly accessible databases maintained by the National Center for Biotechnology Informationexternal icon (NCBI) and the Global Initiative on Sharing Avian Influenza Dataexternal icon (GISAID). CDC's national genomic surveillance can detect a variant that is circulating at 0.1% frequency with 99% statistical confidence.

Union Member Savings for the Holiday Season



Save this holiday season with Union Plus programs. Explore discounts on car rentals, wireless plans, auto purchases and more, including everyday things for every family.



Learn more at **unionplus.org/discounts**

12/21

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

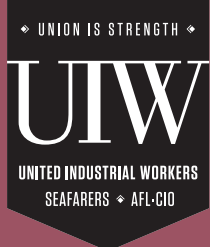
ST. CROIX, USVI
4031 Estate La Grande Princess Suite 37
Christiansted, USVI 00820
(340) 773-6055

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

ST. THOMAS, USVI
201-3A Altona & 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. 90444
(310) 549-3920



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 arrange-

ments, 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 2020 calendar year, the fee cost associated with this representation amounts to 96.88 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 2022 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2021 and November 30, 2022 will have this calculation applied to their 2021 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2023, your objection must be received by December 1, 2022.

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 2020.

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
David Heindel
Secretary-Treasurer

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

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

Union Member Rights

Bill of Rights - Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- Voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

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

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

Officer Elections: Union members have the right to:

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

Officer Removal: Local union members have the right to an adequate procedure for the

removal of an elected officer guilty of serious misconduct.

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

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

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

Union Officer Responsibilities

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

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

Labor Organization Reports: Union officers must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Retain the records necessary to verify the reports for at least five years.

Officer Reports: Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions

represent and businesses that deal with their unions.

Officer Elections: Unions must:

- 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

Fauci Says 3-Shot Vaccine Should be ‘Standard,’ Warns of Potential Winter ‘Double Whammy’

Delta Variant and Waning Vaccine Immunity Could Cause Problems

Editor’s note: The following piece was written by Sasha Pezenik of ABC News.

With winter closing in and coronavirus case rates creeping up once again, White House chief medical adviser Dr. Anthony Fauci is warning that the vaccines waning immunity combined with the highly transmissible delta variant will make for a “double whammy” that will impact “even the vaccinated people.”

“The somewhat unnerving aspect of it is that if you keep the level of dynamics of the virus in the community at a high level — obviously the people who are most most vulnerable are the unvaccinated — but when you have a virus as transmissible as delta, in the context of waning immunity, that dynamic is going to negatively impact even the vaccinated people. So it’s a double whammy,” Fauci said in a pre-taped interview aired at the 2021 STAT Summit Nov. 16.

“You’re going to see breakthrough infections, even more so than we see now among the vaccinated,” he added.

His grim prediction meets a chorus of alarm bells already being sounded about COVID’s renewed spread as more people head inside as the holidays approach, heralding a season of family gatherings.

The national reported average for new cases each day has surged to more than 80,000, according to federal data — the highest in nearly a month. Forty states are currently showing high transmission, and total hospitalizations have increased for the first time in nearly 10 weeks.

Combatting any impending viral onslaught this winter hinges on how many more sleeves roll up for more shots, Fauci said. It won’t only be important to persuade the roughly 60 million “recalcitrant” people who have yet to get their first dose, but also “how well we implement a booster program,” he said.

Fauci added that booster doses of the COVID vaccine may become the standard for a “full” vaccination.

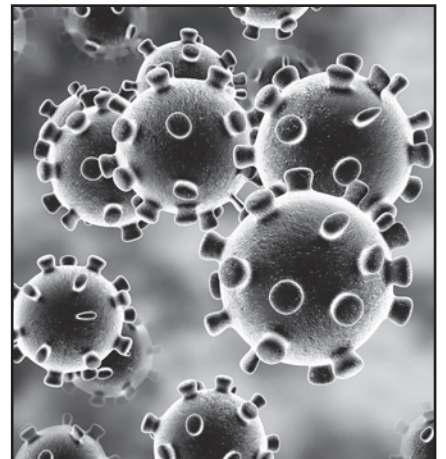
It comes as a growing roster of states and local jurisdictions have pushed ahead of federal regulators’ timeline, electing to endorse the expansion of booster shots to all adults at least six months after their second Pfizer or Moderna shot.

Though Pfizer formally asked the Food and Drug Administration to expand their booster’s authorization last week, right now federal agencies only recommend the mRNA booster for people over the age of 65, have an underlying medical condition or are

at high risk for exposure, at least six months after their second dose.

All Johnson & Johnson recipients over the age of 18, however, are eligible for a boost at least two months after receiving their first dose.

“I happen to believe as an immunologist and infectious disease person, that a third shot boost for an mRNA is likely — should be part of the actual standard regimen, where a booster isn’t a luxury; a booster isn’t an add on; and a booster is part of what the original regimen should be — so that when we look back on this, we’re going to see that boosters are essential for an optimal vaccine regimen,” Fauci said.



UIW Pensioners

Jose Anguiano
Queen Mary
Long Beach, California

Oscar Boatner
Severson Group, 29 Palms
Twentynine Palms, California

Bonnie Carey
National Fiberstock, Inc.
Fairless Hills, Pennsylvania

Ignacio Zuniga Cortes
Queen Mary
Wilmington, California

Steven Downey
Crown Cork & Seal
Graham, Texas

Janet Goodaker
DEW Management Services, Inc.
Twentynine Palms, California

Simeon Gutierrez
Del Monte Foods
Carson California

Adrian Hernandez
Queen Mary
Bellflower, California

Ronnie Johnson
Sodexo, 29 Palms
Twentynine Palms, California

Wanda Jones
Swank Optical Co.
Cherry Hill, New Jersey

John Korzeneicki
A&E Products
Shamokin, Pennsylvania

Catherine Lewis
First Coast Terminal, LLC
Jacksonville, Florida

Wanda Lewis
Sodexo Management, Quantico
Triangle, Virginia

Roberto Arzate Orozco
Del Monte Foods
San Pedro, California

Juan Ortiz
Juanita’s Foods
Gaedena, California

David Pilchman
Queen Mary
Long Beach, California

Gary Plum
Victory Refrigeration
Somerdale, New Jersey

Laurentino Diaz Salvador
Queen Mary
Long Beach, California

Ralph Tedesco
Argo International
Staten Island, New York

Jose Villatoro
American Casting
Brooklyn, New York

Edward Washington
Crown Cork & Seal
Seymour, Texas

Gone But Not Forgotten

MEREDITH ALBERTSON

Pensioner Meredith Albertson, 82, passed away June 4. A native of Philadelphia, Sister Albertson joined the UIW in 1977 while working at National Fiberstock. She retired and went on pension in 1994 and made her home in Linfield, Pennsylvania.

JAMES CANNON

Pensioner James Cannon, 71, died September 14. Brother Cannon signed on with the union in 1982. Born in Abilene, Texas, he spent his entire career working at Crown Cork and Seal. Brother Cannon began receiving retirement stipends in 2000 and was a resident of Clyde, Texas.

WILLIAM GANTT

Pensioner William Gantt, 82, was found deceased November 28, 2000. Born in Philadelphia, Brother Gantt joined the UIW ranks in 1980 while working at Soda Rental. Prior to signing on with the union, Brother Gantt

served in the U.S. Armed Forces. He retired and went on pension in 1992. Brother Gantt resided in his native city and state.

KENNETH GOODRICH

Pensioner Kenneth Goodrich, 72, passed away September 28. Brother Goodrich donned the union colors in 1981 while working at Crown Cork and Seal. A native of Los Angeles, he began receiving compensation for his retirement in 1993. Brother Goodrich lived in Abilene, Texas.

ALFRED MICUCCI III

Brother Alfred Micucci III, 38, died September 4. Born in East Meadow Hamlet, New York, he came under the UIW umbrella in 2005 while working at American Casting. Brother Micucci made his home in Islip Town, New York.

MICHAEL SIUDA

Pensioner Michael Siuda, 75, passed

away June 21. Brother Siuda was born in Germany and was a U.S. military veteran. He joined the UIW in 1986 while working at Steelstran Industries (Atlantic Cordage). Brother Siuda started receiving stipends for his retirement in 2009. He lived in Ajo Pima, Arizona.

CHARLES SLAY

Pensioner Charles Slay, 80, died May 5. A U.S. Army veteran, Brother Slay was born in Cambridge, Ohio. He signed on with the union in 1972 while working at Bron-Shoe. He retired and went on pension in 2003. Brother Slay resided in his native state in the city of Bremen.

JOSEPH STEIGERWALD JR.

Pensioner Joseph Steigerwald Jr., 84, passed away August 31. Brother Steigerwald joined the UIW ranks in 1960 while working at Victory Refrigeration. Born in Camden, New Jersey, Brother Steigerwald was a

Vietnam veteran. He started receiving compensation for his retirement in 2002 and lived in Deptford, New Jersey.

JOHN THOMPSON

Pensioner John Thompson, 83, died March 9. Brother Thompson donned the UIW colors in 1969 while working at Melonic Metal Fabrication, Inc. He hailed from West Virginia and was a U.S. Military veteran. Brother Thompson called an end to his career and went on pension in 1985. He resided in Aberdeen, Maryland.

LARRY THRELKELD

Pensioner Larry Threlkeld, 83, passed away September 21. Brother Threlkeld hailed from Columbus, Georgia and signed on with the union in 1970 while working at Church & Dwight. He started receiving stipends for his retirement in 1998. Brother Threlkeld made his home in London, Ohio.



The United Worker

**Omicron Variant
Takes Center Stage
Page 4**

Flu Season Underway Amid COVID-19 Pandemic *Experts Say the 2021-2022 Flu Season May be Severe*

For the second straight year, flu season is emerging against the backdrop of the COVID-19 pandemic. While the number of flu cases was relatively low last year, experts at Johns Hopkins Medicine say that this year, it could be much higher.

“We thought that the 2020-2021 flu season would be severe, but that didn’t materialize,” says Lisa Maragakis, M.D., M.P.H., senior director of infection prevention for the Johns Hopkins Health System and associate professor of medicine at the Johns Hopkins University School of Medicine. “It’s likely that because so many people were taking infection precautions against COVID-19 last year, that translated to a lower flu transmission rate as well. Fewer flu infections last year may mean that fewer people will be immune to this year’s strains. Combined with relaxed COVID-19 precautions, that could lead to a severe 2021-2022 flu season.”

Influenza, or the flu, is a disease caused by one of the influenza viruses that infect the respiratory tract. The disease spreads when an infected person releases particles and droplets, usually from coughs and sneezes, into the air. Symptoms can include fever, headache, body pain and chills, runny nose, sneezing, sore throat, fatigue, cough (typically dry) and general malaise. U.S. infections are highest from October to May each year, usually peaking from December to February. While most people overcome these symptoms in three to seven days, the flu can be deadly for others. Before COVID-19, between 12,000 and 56,000 U.S. deaths were attributed to flu annually.

“Like COVID-19, the flu can cause some people to get extremely sick, leading to hospitalization or even death,” says Aaron Milstone, M.D., M.H.S., associate hospital epidemiologist for The Johns Hopkins Hospital, professor of pediatrics at the Johns Hopkins University School of Medicine, and pediatric infectious disease specialist at Johns Hopkins Children’s Center. “To prevent this, it is crucial that people ages 6 months or older get the



Brian Horton, left, a PC Support Technician at UIW/SIU Headquarters in Camp Springs, Maryland receives an October 28 influenza vaccine injection from Tayo Akada, a Walgreens Drug Store pharmacist. In addition to Horton, many other UIW/SIU headquarters employees also received the vaccine. A few days later, influenza shots were administered to UIW/SIU employees at the union-affiliated Pau Hall Center for Maritime Training and Education in Piney Point, Maryland. All told, 98 percent of UIW/SIU employees at both locations took the vaccine. The shots were provided free of charge to employees through CIGNA under a program jointly sponsored by the Seafarers Officers and Employees Welfare Plan and the Seafarers Officers and Employees Pension Plan.

flu vaccine as soon as possible. Like all vaccines, it does not offer 100% protection from the viruses — but it can greatly reduce the severity of the illness. For this same reason, we also highly recommend that all eligible people get the COVID-19 vaccine.”

Some groups of people are at higher risk of severe flu infections, including children younger than age 2, people who are immunocompromised and people with health factors such as asthma, obesity, dia-

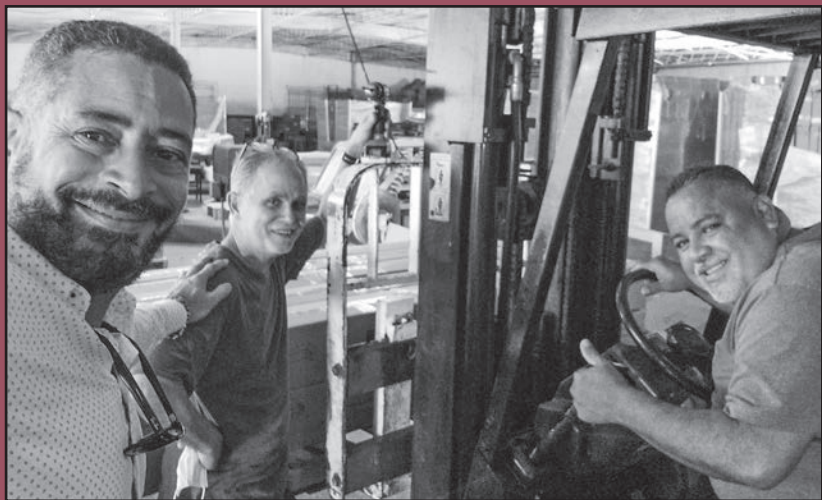
betes, neurologic conditions and diseases of the blood, lungs, heart, kidney and liver. Adults age 65 and older are also at higher risk and are encouraged to ask their doctor or pharmacist about receiving a high dose flu vaccine, which provides better protection against serious infection for older people.

While the flu and COVID-19 are caused by different viruses, they spread in similar ways. “People can use the same prevention measures to guard themselves against both

illnesses,” says Maragakis. “These include washing your hands frequently, wearing face masks, practicing physical distancing, and getting vaccinated with both the COVID-19 and flu vaccines.”

Because influenza viruses mutate every year, the flu vaccine is updated annually to provide protection from the anticipated strains. According to the Centers for Disease Control and Prevention, it is safe to get a flu vaccine and a COVID-19 vaccine at the same time.

Union Rep Visits Job Site



UIW Business Rep Amancio Crespo, left, recently paid a “how goes it” visit to union-contracted Illumination Products of Puerto Rico in San Juan. Pictured second from left is delegate Jose A. Lopez. Warehouse operator Roberto Rivera is at right. During the visit, Crespo addressed employee concerns in a number of areas. He also brought them up to date on the latest issues affecting the union. The company manufactures LED and florescent light fixtures.

National Women’s Soccer League Players Join Forces With Federation

The National Women’s Soccer League Players Association (NWSLPA) on Sept. 15 became the AFL-CIO’s 57th affiliate after receiving a direct charter today.

The NWSLPA represents players who make up the 10 teams in the league, advocates for them as they navigate their careers, and champions the growth of the league and the women’s game.

The NWSLPA, which represents some 200 players, is deep into its #NoMoreSideHustles campaign, calling for fair pay and bringing attention to the athletes’ experiences having to work side jobs to make ends meet.

“We are thrilled to welcome these dedicated players to the federation,” said AFL-CIO President Liz Shuler. “We look forward to working alongside the athletes in their fight for fair pay and dignity on the job. They’ve

shown that their fights as workers on the soccer field are the same fights as workers from all walks of life have in jobs across this country: the need for safe workplaces, fair pay and to be treated with respect. We know the power of collective voice, and that we win when we stand together.”

“We are honored to affiliate with the AFL-CIO. This is truly a historic moment for the NWSL Players Association,” said NWSLPA Executive Director Meghann Burke. “As we negotiate our first contract, solidarity is our strength. Through this affiliation, we are formally united with workers who have come before us to demand respect and dignity in the workplace.”

The league is in its ninth season and is scheduled to add two expansion teams in 2022, which then will bring it to a total of 12 teams across the country.