

The United Worker

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

Volume 48, Number 4

October - December

2022

UIW Delivers Justice for Longtime Member

Reinstatement at Juanita's Foods Underscores Power of Union Representation

Imagine losing your livelihood because of unfounded accusations and a lack of due process.

For longtime UIW member **Hector Maciel**, that scenario almost certainly would have come true if it hadn't been for his union.

But, because of his UIW representation, Maciel – who's very willing to share his story – recently got his job back (along with back pay).

The UIW in early September won an arbitration decision that reinstated Maciel as a quality control lead at Juanita's Foods, where he has worked for 30-plus years. The ruling followed a hearing that took place earlier in the summer; his reinstatement also included full seniority and benefits.

"It was really comforting and exciting when I heard the decision," Maciel stated. "The wait was stressful, so when I heard the news from Lupe (UIW Representative Guadalupe Murillo), I was excited. Stan (UIW Counsel Stan Dubin) and Lupe were very professional throughout the process, and we were confident it would go our way."

He added, "If it hadn't been for the

union, then the company or whoever was behind [the untrue accusations] would have gotten away with it. What they were saying wasn't true. Without the union, we wouldn't have had this fair outcome. I am really thankful to Stan and Lupe. They were always on top of it and always kept me updated."

The case itself involved management personnel and a temporary worker who are no longer associated with Juanita's Foods. But the baffling circumstances reinforced the value of belonging to a union, Dubin and Murillo said.

"Hector has been there more than 30 years and has always been a great employee," Murillo stated. "It was really important for us, obviously, to do the best we could on his behalf. Hector, since the beginning, was fighting for his job. We were very pleased with the outcome of the arbitration."

"The company did not conduct a fair and impartial investigation" about the allegations, Dubin said. "Ultimately, justice was served. A loyal, 31-year employee shouldn't be summarily discharged without due process."

Approximately 80 UIW members are employed at Juanita's Foods.



Union member Hector Maciel says he appreciates how the UIW helped him.



Happy Holidays

Notice to Employees Covered by Union Agreements Page 6
The Labor Management Reporting & Disclosure Act Page 6

Voters Turned Out During 2022 Midterm Elections in Support Of Economic Justice Measures

Editor's note: The following item appeared on the Economic Policy Institute's Nov. 17, 2022 blog. It was posted by Nina Mast, Lea Woods, and Jennifer Sherer.

In this year's midterm elections, voters showed a strong level of support for progressive ballot measures across the country. These victories were tempered by the defeat of worthwhile ballot measures in some states and the uncertainty of progress under a divided Congress. Nonetheless, voters across the country approved minimum wage increases, protected access to abortion, supported cannabis legalization, and approved measures to increase housing affordability and promote good union jobs.

Though much work remains to be done to enact a progressive economic agenda, this midterm election showed clear signs of support for a policy agenda that prioritizes economic, racial, and gender justice for working families.

Minimum wage

Nebraska: Voters approved Initiative 433, which will increase the state's minimum wage to \$15 by 2026.

Nevada: Voters approved Question 2, which will increase the state's minimum wage to \$12 in July 2024. The measure also removed a provision that allows employers to pay workers \$1 less if they offer health insurance.

Tipped minimum wage

Voters in Washington, D.C. and Portland, Maine considered ballot measure to eliminate the subminimum wage for tipped workers. The tipped minimum wage system, which allows employers to pay workers well below the minimum wage, is a legacy of slavery and disproportionately harms workers of color and women. Over 3 million tipped workers nationwide are paid below their state's minimum wage for as little as \$2.13 an hour. Meanwhile, workers in states with one fair wage have higher take-home pay and are less likely to live in poverty than workers in states that pay tipped workers the federal minimum of \$2.13.

Washington, D.C.: Voters approved Initiative 82, eliminating the subminimum wage and raising the wage floor for tipped workers from \$5.35 to \$16.10 by 2027. A similar initiative was passed in 2018 but was overturned by the D.C. City Council and Mayor Muriel Bowser.

Portland, Maine: Voters rejected Question D, which would have raised the overall minimum wage to \$18 by 2025 and eliminated the subminimum wage for tipped work. The measure would have also classified app-based workers as employees and established a Department of Fair Labor Practices to investigate and enforce labor standards at the city level. The Maine Center for Economic Policy, a partner of EPI's Economic Analysis and

See *Voters*, Page 2

From the President

Ready for Success in New Year

As the end of another successful year for our union approaches, I extend my sincere thanks to all of our vice presidents, representatives, staff, shop stewards and rank-and-file members for their collective roles in helping keep the UIW moving in the right direction.



Michael Sacco

This was no small accomplishment. Although COVID-19 did not dominate everyone's lives in 2022 as it did in 2020 and 2021, the effects of the pandemic continue to linger on. Many of us still face challenges doing our best to get back to normal.

In that same vein, the UIW continues to move forward. Fortunately for our members and their families, the impact of the Coronavirus Pandemic was minimal from an economics perspective. While hundreds of thousands of their brothers and sisters represented by other unions across the country were hit hard during shutdowns and state issued stay-at-home orders due to COVID-19, UIW members far the most part escaped relatively unscathed.

Looking ahead, I have every confidence that we will continue to make great strides in our pursuits.

These strides should be made easier thanks to the results of the recent midterm elections.

Recap of midterm elections

The midterm elections are behind us, with a few notable exceptions in the form of runoff elections when the results were too close to call. That said, regardless of those last remaining races, one thing is for sure: The predictions were way, way off. The so-called "red wave" didn't happen: at the time of writing this, the Senate sits at an even 50/50 split between Republicans and Democrats – which means Vice President Harris can cast a tiebreaking vote - while the Republicans have taken a slim majority in the House.

Regardless of party, the real winner in the midterms has been the working class. One of the most surprising wins came when pro-worker John Fetterman (D) won his race to be the next Senator from Pennsylvania, flipping that state and turning the "red wave" back to sea. Again, we're not celebrating one party or the other, but rather the pro-labor candidates winning their respective races.

To mention just a few other labor wins:

- Voters in Illinois re-elected their pro-worker Governor, J.B. Pritzker, as well as the equally pro-labor state legislative majority. In addition, the people of Illinois voted in favor of a state constitutional amendment that guarantees collective bargaining, and outlaws so-called "right to work" laws.

- Minnesotans similarly voted in favor of a union member, as former teacher Tim Walz was reelected as Governor. Minnesota's Attorney General Keith Ellison, who previously led the state's Congressional Progressive Caucus, also defeated his anti-labor opponent.

- Several incumbent pro-worker female governors also ran successful campaigns, including Gretchen Whitmer in Michigan, Kathy Hochul in New York, Michelle Lujan Grisham in New Mexico and Janet Mills in Maine.

It is also worth a reminder that these runoff elections are necessary (and in some cases, triggered automatically due to the tally being within a certain percentage split) because every vote really does matter. In one Minnesota state race, a union member won her election by a margin of 300 votes. With that in mind, I thank you for performing your civic duty and voting in this midterm, and look forward to hearing about a record number of union voters in the next election.

In conclusion, I believe there are two lessons to come from these most recent midterms: First, don't believe the pundits when it comes to election forecasts. Second, when working people come together and vote for those who support us and our families, we can change the tides, whatever color the wave may be.

Happy Holidays

The winter holidays once again are here. As indicated earlier, I am grateful to everyone for their hard work and continuing support.

On behalf of all UIW officials, I extend warmest wishes to all UIW members, retirees and their families for a safe, healthy and happy holiday and a highly productive and prosperous New Year.

Additionally, I offer heartfelt greetings and prayers for all men and women of our armed forces – stateside as well as overseas – who are protecting our freedom. May all of your missions be successful and may you return home to your families safe and sound.



The United Worker

Vol. 48, No. 4 October - December 2022

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 Dickenson, vice president

Great Lakes Region: Monte Burgett, vice president

Gulf Coast Region: Dean Corgey, vice president

Midwest Region: Chad Partridge, vice president

West Coast Region: Nicholas Marrone, vice president



New Report from EPI Evaluates Biden Administration's Record On Actions Affecting Workers

A new Economic Policy Institute (EPI) report lays out the major actions President Biden and Democrats have taken to protect and support workers in the first 18 months of the Biden administration—including passing a major fiscal stimulus package to address the COVID-19 pandemic and appointing pro-worker leaders to key federal positions.

At the beginning of President Biden's term, of the 22 million jobs lost during the COVID-19 pandemic recession, 60% had yet to be restored and the recovery had stalled. President Biden took office faced with the enormous task of restarting the recovery and halting, reversing, and withdrawing Trump's pro-corporate, anti-worker agenda.

In the last year and a half, Biden has:

- Passed comprehensive fiscal stimulus to address the coronavirus pandemic
- Passed critical and historic infrastructure and climate investments
- Raised the minimum wage for federal contractors to \$15/hour
- Restored NLRB's purpose of pro-

tecting workers and advancing collective bargaining rights

- Nominated pro-worker, pro-racial economic justice individuals to key positions

- Nominated a Supreme Court justice, Ketanji Brown Jackson, with a history of protecting workers' rights

- Withdrew Trump-era executive orders and rules that would have curtailed efforts to combat federal workplace discrimination and undermined federal workers' rights to unionize

"These actions are incredibly important for workers, but they are just a start. The freedom to form a union, and a strong national wage floor, are foundational and are two of the most powerful tools Congress can grant workers to advance their rights. Not until these measures are in place can we begin to make real progress toward reducing racial and gender wage gaps and addressing economic inequality overall," said Margaret Poydock, Policy Analyst and Government Affairs Specialist at EPI.

Voters Support Progressive Ballot Measures in Midterms

Continued from Page 1

Research Network (EARN), estimates that over a third of Maine workers would have earned higher wages as a result of the change. An increased minimum wage would have primarily benefited women and workers of color in the state.

Workers' rights

New York: Voters approved the Clean Water, Clean Air, and Green Jobs Environmental Bond Act of 2022, which establishes prevailing wage standards on construction projects. The bill also allows the state and municipalities to require contractors to execute labor peace agreements and buy American for structural iron and steel.

Illinois: Voters approved Amendment 1, which will prevent lawmakers from passing so-called "right-to-work" laws and give workers a constitutional right to collectively bargain over wages, hours, and working conditions.

However, in **Tennessee**, so-called "right-to-work" was further entrenched at the ballot box. Voters approved Amendment 1, enshrining "right-to-work" in the state's constitution and making efforts to repeal the law much more difficult. EPI research has shown that states with so-called "right-to-work" laws, which are designed to weaken unions financially, have lower wages for both unionized and non-unionized workers than states without such laws.

Free school meals

Colorado: Voters approved Proposition FF to provide free meals for all public school students in the state. The measure, which will also fund pay increases for school cafeteria workers, will be funded by limiting state income tax deductions by households earning more than \$300,000 annually. Colorado Fiscal Institute, an EARN partner, called the initiative a "fair, equitable" measure that "will boost the physical and economic health of our communities."

Tax fairness

Massachusetts: Voters approved Question 1, an amendment to the state's constitution that will increase taxes on the state's richest residents. The Massachusetts Budget and Policy Center, an EARN partner, estimates that the tax will generate at least \$2 billion a year for investments in public education and affordable transportation.

Health Care

Medicaid Expansion

South Dakota: Voters approved Constitutional Amendment D, which will require the state to provide Medicaid benefits to adults between 18 and 65 with incomes below 133% of the federal poverty level. Though the Affordable Care Act offered to pay 90% of states' costs to expand Medicaid eligibility, 12 states have yet to expand eligibility. As a result, over 3.5 million people—mostly people of color—lack affordable health care coverage. South Dakota is the seventh state to expand Medicaid through the ballot initiative process. An additional 45,000 South Dakotans will qualify for Medicaid under the expanded program, 14,000 of whom are American Indian.

Abortion

Voters in **Kentucky** rejected an amendment that would eliminate residents' right to reproductive freedom and prohibit the use of public funds for abortion. The right to an abortion is a matter of economic security, independence, and mobility for millions of women across the country. People who are denied abortion access are more likely to live in poverty, be unemployed, and face other adverse economic outcomes. Kentucky currently has an abortion plan in place, but the state Supreme Court will consider the constitutionality of the ban this week.

California, Michigan, and Vermont voters approved amendments that enshrine reproductive rights, including the rights to contra-

See *Progressive*, next page

Progressive Policy Issues Dominate Midterm Elections

Continued from Page 2

ception and abortion, into the state constitution.

Criminal justice

Constitutional amendments to abolish slavery

Voters in **Oregon, Tennessee, Vermont, and Alabama** approved measures that remove language in their state constitutions permitting slavery or involuntary servitude as punishment for a crime. Louisiana voters rejected a measure to remove language permitting slavery from the constitution after the amendment's sponsor expressed concerns that the measure's confusing wording could inadvertently erode protections against slavery. Louisiana voters will consider a revised measure in 2023.

Many state constitutions retain language similar to the 13th Amendment to the U.S Constitution, which prohibits slavery and involuntary servitude except as punishment for a crime. The Abolish Slavery National Network—which is organizing the effort across the country—and other civil rights advocates argue that extremely low-paid (or, in some cases, unpaid) forced work in American prisons amounts to modern slavery. Incarcerated workers are not only exempt from minimum wage laws but are also denied overtime protection, workplace safety guarantees, and the right to unionize. Supporters see these slavery abolition amendments as an initial step in disrupting the power dynamic between incarcerated workers and prison staff and establishing basic rights for the incarcerated workforce.

Cannabis legalization

Marijuana is now legal to use recreationally in 21 states, Washington, D.C., and Guam. As legalization efforts gain momentum in states across the country, it is critical that lawmakers protect cannabis workers' collective bargaining rights to ensure that this emerging industry provides safe, good-paying, and community-sustaining jobs.

Maryland: Voters approved Question 4, which permits residents to possess, smoke, and grow marijuana (within limits) and allows the General Assembly to tax the sale of marijuana. Companion legislation to the amendment proposes an expungement process for past marijuana convictions and an assistance fund for small, BIPOC-owned, or woman-owned businesses. Maryland Center on Economic Policy, an EARN partner, estimated that decriminalization would save the state tens of millions of dollars on enforcement costs and that taxing the sale of marijuana would generate hundreds of millions in revenue for the state.

Missouri: Voters approved Amendment 3, which legalizes recreational marijuana and will automatically expunge the records of individuals who were convicted of non-violent marijuana offenses and are not currently incarcerated. Currently incarcerated individuals can petition for release from incarceration, probation, or parole. State advocacy groups estimate that record expungement will impact thousands of Missourians whose marijuana offense convictions limited access to employment, housing, and the social safety net.

Meanwhile, **Arkansas, North Dakota, and South Dakota** voters rejected marijuana legalization.

Affordable housing

Voters in several states and localities approved measures to fund the construction of affordable housing. As the housing shortage grows and housing becomes increasingly unaffordable, particularly for communities of color and low- to moderate-income families, affordable housing construction has become an especially urgent priority. In **Kansas City**, voters approved Question 2, which allows the city to spend \$50 million over five years to build affordable housing units for low-income residents.

Colorado voters approved the only state-wide affordable housing measure on the ballot this November. Proposition 123 will direct \$300 million of the state's taxable income to help essential workers like teachers and nurses buy homes, as well as help local governments increase housing supply. According to Colorado Fiscal Institute, an EARN partner, minimum wage workers in Colorado would need to work 75 hours a week to afford a one-bedroom apartment.

Los Angeles voters approved Measure LH, which grants the city authority to develop 75,000 units of affordable housing for seniors, unhoused, and low-income residents. Measure ULA, which will raise \$1 billion per year for affordable housing and homelessness efforts in the city by taxing property sales over \$5 million, also appeared likely to pass as of this writing.

And **Austin** voters approved Proposition A, the city's largest ever affordable housing bond. The \$350 million bond will be used to build and preserve affordable housing for Austin residents with annual incomes below \$61,800.

When given the opportunity, millions of voters across the country showed their support for policies that will strengthen workers' rights, reproductive justice, and racial equity. Lawmakers at every level of government should take note.

Halloween Costumes Galore

Halloween costumes were aplenty Oct. 31 at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland as well as at SIU/UIW Headquarters in Camp Springs, Maryland. The photos below show the individuals who donned assorted costumes at both locations.



Paul Hall Center - Seven individuals dressed out to participate in the annual Halloween Contest at the Paul Hall Center. Pictured (above, standing from left, with costumes used as middle names) are Kristen "Hermione Granger" Knokey, Tushima "Astronaut" Frenzen, Kim "Mary Sanderson" Greenwell, Becky "Winifred Sanderson" Howe, Wanda "Sarah Sanderson" Loheed and Minette "Confused Multi-tasking Employee" Clarke. Kneeling is Denise "80's Rapper" Woodland. The Sanderson Sisters (Greenwell, Howe and Loheed) claimed first place honors while Clark and Frenzen tied for second. The third place finish was landed by Woodland. Assorted prizes were presented to all of the winners.



SIU/UIW Headquarters - Although no official contest was conducted in Camp Springs, Maryland, six individuals nonetheless demonstrated their Halloween spirit. Pictured above (from left, with costumes used as middle names) are: Connor "Cow" Livingston, Tamika "Devil" Jones, Trinity "Angel" Jones, Sandy "Culinary Assassin" McDonald, Suzanne "Hippie" Hilderbrandt and Brittanie "Witch" Potter.



35 Years Service – Debbie Wills, above, was one of two longest-tenured SIU/UIW Headquarters employees to be honored during the October 7 Employee Appreciation & Benefits Fair. Also recognized for the same number of years service, but not pictured, was Daniel Duncan.



20 Years Service – Honored for 20 years of service (above, from left) were: Gloria Ricks, James Cook, Sabrina Marshall and Gunilla Watts. Others receiving recognition for the same number of years service, but not pictured were: Jonathan Madden and Eric McGuigan.



10 Years Service – Jessica Norris (left) and Briana Smith were two of the three SIU/UIW Headquarters employees who were recognized for 10 years of service to the union. Also honored but not pictured was George Campbell.

20 Receive Recognition During October Event

Headquarters Hosts Employee Appreciation & Benefits Fair

Twenty employees at UIW/SIU Headquarters in Camp Springs, Maryland on Oct. 7 received recognition for assorted years of service to the union during an Employee Appreciation & Benefits Fair.

Each was lauded by their colleagues in attendance as well as SIU/UIW Secretary Treasurer David Heindel and Seafarers Plan Administrator Maggie Bowen who hosted the ceremony. In addition to certificates of appreciation, each employee being recognized received assorted gifts and mementos courtesy of the SIU Plans Department.

By the numbers, two employees were recognized for 35 years of service to the union; two for 30 (Leah Comer and Sarah Johnson, neither present); one for 25 (Tiffany Blake, not present); six for 20; two for 15; three for 10, and four for five.

In addition to the recognition ceremony, the event featured several vendors whose representatives were on hand to brief employees on additional benefits they could receive and how to sign up for them. Companies participating included Cigna (Medical and Dental), Cigna EAP, Optum Rx, New York Life (Term Life and Disability Insurance), Voya (Whole Life, AD&D, Critical Illness Insurance), EyeMED and Union Plus.

The event concluded with a raffle which afforded all ceremony attendees the opportunity to claim one of many cool prizes. Among the possibilities were sunglasses, insulated drinkware, a Yeti Lunch Box and a Yeti Cooler.



5 Years Service – Receiving recognition for five years of service to the union (above, from left) were: Albert Purvis, Jenny “Super Star” Stokes and Larry Bull. Also honored, but not pictured was Chelsea Heindel.



A representative from New York Life briefs employees on benefits his company has to offer.

Employees Garner Honors for Service to Union

Nearly 30 employees at the union-affiliated Paul Hall Center for Maritime Training and Education Training in Piney Point Maryland were lauded Oct. 3 for their respective contributions to the union.

The honorees, 29 staffers who have given from five to 40 years of service to

the union while working at the Southern Maryland-based campus, were recognized during a ceremony hosted by PHC Acting VP Tommy Orzechowski at the Media Center. Other union officials who joined Orzechowski in saluting the employees included SIU Executive VP Augie Tellez, SIU/UIW Secretary-

Treasurer David Heindel, SIU VP Contracts George Tricker and SIU Plans Administrator Maggie Bowen.

Like their counterparts at UIW/SIU Headquarters in Camp Springs, Maryland, each honoree received certificates as well as assorted gifts and mementos for their respective years

of service and contributions to the union. The event also featured vendors (the same that appeared at the UIW/SIU Headquarters ceremony) whose representatives were on hand to brief employees on additional benefits they could receive and how to sign up for them.



40 Years Service— Jane Lescallet (center) was the longest-tenured employee to receive recognition at the Paul Hall Center. She was honored for 40 years of service. Joining in to help celebrate her accomplishment (from left to right) were SIU Executive VP Augie Tellez, SIU/UIW Secretary-Treasurer David Heindel, PHC Acting VP Tommy Orzechowski and SIU VP Contracts George Tricker.



35 Years Service – Karen Lee (center) was the lone staffer to attain this milestone. She is joined by Heindel (left) and Orzechowski (right).



30 Years Service – Linda Thompson (above, center). Pictured with her are Heindel (left) and Orzechowski (right).



25 Years Service – Receiving recognition (above, in alphabetical order) are Margaret Densford, John Dobson III, Stephen Greenwell, Adrian Hall and Robert Russell Jr. (Note: Not all are pictured.) Pictured with the group are Orzechowski (left) and Heindel (right).



20 Years Service – Recognized (above, in alphabetical order) were: Mary Beth Browne, Ann McNeal, Debbie Sparks and Sharon Thompson. (Note: Not all are pictured.) Pictured with the group are Orzechowski (left) and Heindel (right).



15 Years Service – Justina Swann (center) was the lone employee that was recognized for 15 years of service. She is flanked by Orzechowski (left) and Heindel (right).



10 Years Service – Receiving recognition (above, in alphabetical order) were: Joseph Abell, Darleen Allen, Kayla Fagan, Katlyn Gagnon, Wayne Johnson Jr., Heather Peterson, Shawn Werfel and Kia Williams. (Note: Not all are pictured.) Posing with the group are Orzechowski (left) and Heindel (right).



5 Years Service – Those recognized (above, in alphabetical order) were: Hillary Gass, Eleanor Hobbs, Peter Luhn, Samantha Magli, Christopher Morgan, Jamie Parker, Matthew Rogers and Larry Rowley. (Note: Not all are pictured.) Pictured with the group are Orzechowski (left) and Heindel (right).

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
111 Mill Creek Parkway, Suite 100
Chesapeake, VA 23323
(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

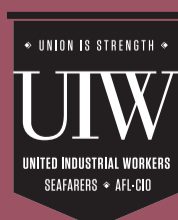
ST. CROIX, USVI
4031 Estate La Grande Princess
Suite 37
Christiansted, USVI 00820
(340) 773-6055

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 2021 calendar year, the fee cost associated with this representation amounts to 97.12 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 2023 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2022 and November 30, 2023 will have this calculation applied to their 2022 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2024, your objection must be received by December 1, 2023.

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 2021.

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

CDC Releases Updated Clinical Practice Guideline for Prescribing Opioids for Pain

Pain affects the lives of millions of Americans every day and improving pain care and the lives of patients with pain is a public health imperative. The Centers for Disease Control and Prevention (CDC) is releasing updated and expanded recommendations for clinicians providing pain care for adult outpatients with short- and long-term pain. These clinical recommendations, published in the CDC Clinical Practice Guideline for Prescribing Opioids for Pain, will help clinicians work with their patients to ensure the safest and most effective pain care is provided. The publication updates and replaces the CDC Guideline for Prescribing Opioids for Chronic Pain released in 2016.

“Patients with pain should receive compassionate, safe, and effective pain care. We want clinicians and patients to have the information they need to weigh the benefits of different approaches to pain care, with the goal of helping people reduce their pain and improve their quality of life,” said Christopher M. Jones, PharmD, DrPH, MPH, Acting Director of CDC’s National Center for Injury Prevention and Control.

The 2022 Clinical Practice Guideline addresses the following areas: 1) determining whether to initi-



ate opioids for pain, 2) selecting opioids and determining opioid dosages, 3) deciding duration of initial opioid prescription and conducting follow-up, and 4) assessing risk and addressing potential harms of opioid use. The Clinical Practice Guideline supports the primary prevention pillar of the HHS Overdose Prevention Strategy – supporting the development and promotion of evidence-based treatments to effectively manage pain.

The guideline is a clinical tool to improve communication between clinicians and patients and empower them to make informed decisions about safe and effective pain care. The recommenda-

tions are voluntary and provide flexibility to clinicians and patients to support individualized, patient-centered care. They should not be used as an inflexible, one-size-fits-all policy or law or applied as a rigid standard of care or to replace clinical judgement about personalized treatment.

CDC followed a rigorous scientific process using the best available evidence and expert consultation to develop the 2022 Clinical Practice Guideline. An independent federal advisory committee, four peer reviewers, and members of the public reviewed the draft updated guideline, and CDC revised it in response to this feedback to foster a

collaborative and transparent process. CDC also engaged with patients with pain, caregivers, and clinicians to gain insights and gather feedback from people directly impacted by the guideline. The expanded guideline aims to ensure equitable access to effective, informed, individualized, and safe pain care.

“The science on pain care has advanced over the past six years,” said Debbie Dowell, MD, MPH, chief clinical research officer for CDC’s Division of Overdose Prevention. “During this time, CDC has also learned more from people living with pain, their caregivers, and their clinicians. We’ve been able to improve and expand our recommendations by incorporating new data with a better understanding of people’s lived experiences and the challenges they face when managing pain and pain care.”

CDC will continue to work to improve patient safety and outcomes by equipping health care professionals and patients with data, tools, and guidance they need to make informed treatment decisions. The 2022 Clinical Practice Guideline supports patients and clinicians working together to make informed, individualized decisions about safe and effective pain care.

Gone But Not Forgotten

ALEJANDRO BALTODANO
Pensioner Alejandro Baltodano, 75, passed away September 4. Brother Baltodano hailed from Nicaragua and joined the UIW in 2003 while working at Victory Refrigeration. He began receiving retirement stipends in 2008 and made his home in Camden, New Jersey.

CAROL DENNIS
Pensioner Carol Dennis, 65, died November 6. A native of Ohio, Sister Dennis came under the union umbrella in 1973 while working at Church & Dwight. She went on pension in 2007. Sister Dennis made her home in London, Ohio.

CHARLES HARRIS
Pensioner Charles Harris, 75, passed away August 15. Born in Philadelphia, Brother Harris signed on with the UIW in 1972 while working at Container

Recyclers, Ltd. The U.S. military veteran retired and went on pension in 1992. Brother Harris resided in his native city and state.

JAMES HEDDEN JR.
Pensioner James Hedden Jr., 70, died September 20. A New Jersey native, Brother Hedden joined the UIW ranks in 1974 while working at Victory Refrigeration. He began receiving retirement stipends in 1994. Brother Hedden resided in his native state in Berlin Township.

MARY HOPKINS
Pensioner Mary Hopkins, 88, died August 19. Born in Ohio, Sister Hopkins signed on with the UIW in 1975 while working at Church & Dwight. She started receiving compensation for her retirement in 1996 and lived in London, Ohio.

IRENE NAVA
Pensioner Irene Nava, 75, passed away July 26. Sister Nava hailed from Zac, Mexico and came under the Union umbrella in 1987 while working at United Food Processors, Ltd. She retired and went on pension in 1989. Sister Nava made her home in Carson, California.

JOSEPH REEVES
Pensioner Joseph Reeves, 65, died November 6. Brother Reeves was born in Ohio and signed on with the UIW in 1975 while working at Church & Dwight. He began receiving retirement stipends in 2019 and resided in London, Ohio.

RICHARD REHM
Pensioner Richard Rehm, 83, passed away November 1. A U.S. military veteran, Brother Rehm joined the UIW in 1980 while working at Sipco Oil Corporation. Brother Rehm started receiving retirement stipends in 1996. He was a resident of Staten Island, New York, the city and state of his birth.

UIW Pensioners

Reyna Alvarez
Del Monte Corporation
Wilmington, California

Rosemary Beverly
Sodexo Management, Quantico
King George, Virginia

David Bryant
Armaly Brands
London, Ohio

James Conn
Church & Dwight
London, Ohio

Douglas Craig
Victory Refrigeration
Croydon, Pennsylvania

Crispina Santa Cruz
Juanita's Foods
Long Beach, California

Jean Dettery
A&E Products
Ringtown, Pennsylvania

Joann Eroh
A&E Products
Ringtown, Pennsylvania

German Escobar
American Casting
Saint Petersburg, Florida

Donald Fusco
Franklin International
Columbus, Ohio

Harold Gaas
Crown Cork & Seal
Buckholts, Texas

Aniela Kusztelak
Queen Mary
Long Beach California

Chris Lucero
Progressive Driver Services
Ault, Colorado

Donald Mensch
A&E Products
Shamokin, Pennsylvania

Wanda Millet
American Benefit Plan Administrators
Gresham, Oregon

Caria Nunes
Victory Refrigeration
Philadelphia, Pennsylvania

Susana Padilla
Victory Refrigeration
Camden, New Jersey

Carlos Rosales
Juanita's Foods
Bennett, Colorado

Eduardo De Los Santos
Victory Refrigeration
Voorhees, New Jersey

Paul Stonerock
Armaly Brands
London, Ohio

Wilfrido Vaga Torres
Pralex Corporation
St. Croix, U.S. Virgin Islands

Maria Turgati
American Casting
Beltsville, Maryland

Kent Zitek
Progressive Driver Services
Wellington, Colorado

Holiday savings just for you

Do you want to save money? We thought so. Thousands of union families save money every day by taking advantage of exclusive benefits from **Union Plus**. Join them in accessing all kinds of discounts.



Exclusive discounts for union families





Health Officials Urge Vaccination to Help Protect Against Possible Severe 2022-2023 Flu Season

Editor's note: The following article was provided by the National Foundation for Infectious Diseases in Bethesda, Maryland. It has been slightly edited to conform to local style and space limitations.

With a potentially severe respiratory season ahead, about half of all US adults remain vulnerable to influenza (flu), according to new data released Oct. 4 during a news conference conducted by the National Foundation for Infectious Diseases (NFID).

The new NFID survey of US adults found that only 49% plan to get a flu vaccine during the 2022-2023 flu season. Leading health experts from NFID and the Centers for Disease Control and Prevention (CDC) are urging everyone age 6 months and older to get vaccinated against flu now, amid concerns of a potentially severe season in the US.

CDC Director Rochelle P. Walensky, MD, MPH, encouraged the public to prioritize vaccination. "Last flu season, nearly half of adults received their flu vaccine—with adults age 65 years and older leading in flu vaccine coverage," said Dr. Walensky, citing new CDC data also released during the news conference. "With a potentially challenging flu season ahead, I urge everyone to protect themselves and their families from flu and its potentially serious complications. Schedule your flu vaccine today."

In addition to flu, the NFID survey also explored attitudes and behaviors about COVID-19 and pneumococcal disease. Only 32% of US adults are extremely/very confident about the safety of receiving flu and COVID-19 vaccines at the same time—underlining the importance of healthcare professionals talking to their patients about the safety of vaccine coadministration. Also, among adults age 65 years and older, and those with an underlying health condition who are at higher risk for pneumococcal disease, less than a third (29%) reported that they have been advised to get vaccinated against



Jenny "Super Star" Stokes, an administrative assistant in the SIU Communications Department, receives her influenza vaccination Oct. 5 in Camp Springs, Maryland. Administering the shot is Walgreens Pharmacy Technician Kathleen Gambling. In addition to Stokes, 41 other UIW/SIU Headquarters Employees also received the vaccine that same day. Weeks earlier on Sept. 22, 42 union employees at the UIW-affiliated Paul Hall Center for Maritime Training and Education in Piney Point Maryland were inoculated. All 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.

pneumococcal disease.

"These survey data are concerning. The updated COVID-19 boosters are safe and convenient to get at the same time as a flu vaccine," said NFID President Patricia (Patsy) A. Stinchfield, RN, MS, CPNP. "Flu season is also a great time to make sure you are up to date on pneumococcal vaccination because pneumococcal disease can be a serious complication of flu."

According to the NFID survey, a majority (69%) of US adults recognize that annual flu vaccination is the best preventive measure against flu-related hospitalization and deaths. Furthermore, most US adults (58%) report that they will wear a mask at least sometimes during flu season, a

preventive behavior that represents a major change compared to pre-pandemic flu seasons.

"Based on what we have seen in parts of the Southern Hemisphere, flu has the potential to hit us hard this year," said NFID Medical Director William Schaffner, MD. "On a positive note, we have more preventive behaviors in our toolbox than we did before the COVID-19 pandemic. We are more accustomed to wearing masks and staying home when sick."

During the 2021-2022 flu season, CDC estimated 51% of the overall US population age 6 months and older received a flu vaccine, which was similar to coverage during the 2020-2021 season. Flu vaccination among all

adults was 49%, with coverage increasing with age: 37% for adults age 18 to 49 years, 52% for adults age 50 to 64 years, and 74% for adults age 65 years and older. This trend in coverage by age is consistent with prior seasons.

The NFID survey also shows that the majority (78%) of adults age 65 years and older know that this year, certain flu vaccines (high dose, recombinant, and adjuvanted flu vaccines) are preferentially recommended for them, as they help boost the immune response in older adults.

Among children age 6 months to 17 years, flu vaccination coverage was 58% for the 2021-2022 flu season, which is a decrease of about 6 percentage points compared to 2019-2020. For pregnant women, vaccination coverage dropped to 50% compared to nearly 55% in the previous season.

CDC estimated that approximately 94% of US adults who were hospitalized with flu-related complications last season had at least one underlying medical condition. Yet only 43% of adults age 18 to 49 years with at least one chronic health condition were vaccinated against flu during the 2021-2022 season. Of concern this year, the NFID survey found that nearly 1 in 5 individuals (22%) who are at higher risk of developing serious flu-related complications reported that they were not planning to get vaccinated against flu during the 2022-2023 season.

"Flu vaccination is important for everyone," Dr. Auguste said, "but it is especially important for those at higher risk from potentially serious complications of flu, including pregnant women, children under 5 years of age, adults age 65 years and older, and those with certain chronic health conditions, including diabetes, lung disease, and heart disease. Unfortunately, many of these populations have sub-optimal vaccination rates. I'm particularly concerned to see that vaccination rates for pregnant women dipped to 50% last season," added Dr. Auguste.

Study Details Work-Related COVID-19 Exposure Among Non-healthcare Workers

A new study from the National Institute for Occupational Safety and Health (NIOSH) examines the differences in exposure to the virus that causes COVID-19 among people who worked outside of the home in non-healthcare settings. The study, recently published in *Clinical Infectious Diseases*, found that one in five workers surveyed reported being exposed to COVID-19 at work.

Workers may experience different COVID-19 exposure opportunities under varying work characteristics. A person's occupation, industry, and specific job duties determine how physically close to others they must work, whether they are potentially exposed to infectious agents, and

whether they need to interact with the public.

For the study, NIOSH researchers partnered with six states—California, Georgia, New Hampshire, North Carolina, Pennsylvania, and Wisconsin—to collect information about workers in non-healthcare settings who were diagnosed with COVID-19 between September 2020 and June 2021. The study includes data from 1,111 survey respondents, ages 18–64.

"We found exposure to COVID-19 at work was common among survey respondents," said Hannah Free, MPH, NIOSH technical information specialist and lead author of the study. "Despite not being in health-

care, many of the workers that were surveyed who contracted COVID-19 had in-person contact with coworkers or the public."

Researchers asked participants about their exposures to people known or suspected to have COVID-19 and where those exposures occurred—in the workplace or outside of work. Researchers also collected information about the occupation and industry in which the respondents worked as well as their employer's COVID-19 prevention policies and practices.

Key findings from the study include:

- Of the 1,111 survey respondents, 19.4% reported exposure to COVID-19 at work, 23.4% reported exposure outside of work only, and 57.2% reported no known exposure or did not know where they were exposed.

- Almost half (48.8%) of respondents who worked in protective service occupations, which includes include police officers, firefighters, correctional officers, and security guards,

reported being exposed to COVID-19 at work. Many workers in protective service were required to work near members of the public and coworkers.

- More than one-third (33.7%) of respondents who experienced close contact with more than 10 coworkers and 28.8% of respondents who experienced close contact with more than 10 customers or clients per day reported being exposed to COVID-19 at work.

"To the best of our knowledge, this is the first study to collect detailed information about work-related exposures and risk factors from people with COVID-19 employed in non-healthcare settings," said Free. "These results highlight the differences in exposures among different worker groups, which can help identify populations with the greatest need for prevention interventions."

NIOSH is the federal institute that conducts research and makes recommendations for preventing work-related injuries, illnesses, and deaths.