UNITED STEELWORKERS

# Rapid Response

## Legislative and Policy CONFERENCE

# Rapid Response Reboot 2022

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# Rapid Response Reboot 2022

# SWOC FOUNDING PRINCIPLES

- **To unite in one organization, regardless of creed, color or nationality, all workmen and working women eligible for membership. . .**
- To increase the wages and improve the conditions of employment of our members by legislation, joint agreements or other legitimate means.
- To endeavor to obtain by joint negotiation or legislative enactment a six-hour day and five-day week.
- To strive for a minimum wage scale for all members of our organization.
- To provide for the education of our children by lawfully prohibiting their employment until they have reached eighteen years of age.
- To secure equitable statutory old-age pension, workman's compensation and unemployment insurance laws.
- To enforce existing just laws and to secure the repeal of those which are unjust.
- To secure by legislative enactment, laws protecting the limbs, lives and health of our members; establishing our right to organize; preventing the employment of privately armed guards during labor disputes and such other legislations as will be beneficial.

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# CORE ISSUES

COLLECTIVE BARGAINING

SAFETY AND HEALTH

JOB SECURITY/TRADE

DOMESTIC ECONOMIC ISSUES

HEALTH CARE

RETIREMENT SECURITY

# CORE ISSUES

## Retirement Security

# Why Rapid Response Works

## Why does it matter to my local?

### Domestic Economic Issues

40 Hour Work Week, Minimum Wage, Mandated Paid Time Off/Sick Time and Parental Leave, Addressing Automation, Buy American

### Job Security & Trade

Trade Law, USMCA, Infrastructure Investment, Unemployment Benefits

### Health Care

Affordable Care Act, Medicare, Workers Compensation, FMLA, Cadillac Tax

### Retirement Security

ERISA, PBGC, Social Security Benefits, Butch Lewis Act

### Safety & Health

Silica Standard, OSHA, MSHA, NIOSH, Workplace Violence Prevention Act, Chemical Disaster Rule

### Collective Bargaining

RTW, NLRB Staffing and Decisions, Overtime Pay, Comp Time, PRO Act

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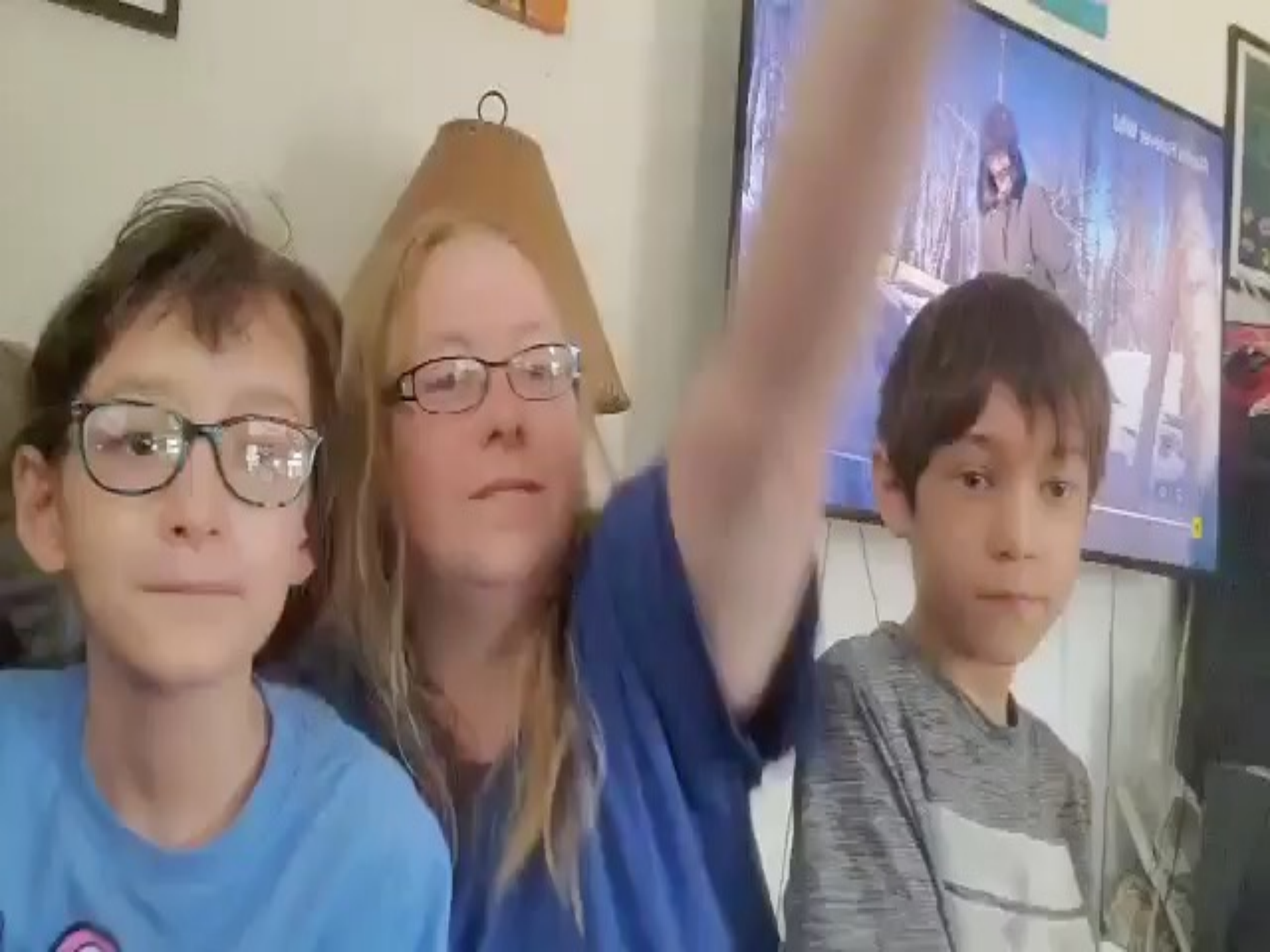
# It Works

- We have made great gains with the current Congress!
- Last March, with your help, we saw the passage of the American Rescue Act, which included the provisions of the Butch Lewis Act, protecting the retirements of 120,000 active USW members and retirees.
- In November we saw the boldest investment in our nation's future in decades with the passage of the Infrastructure Investment and Jobs Act.

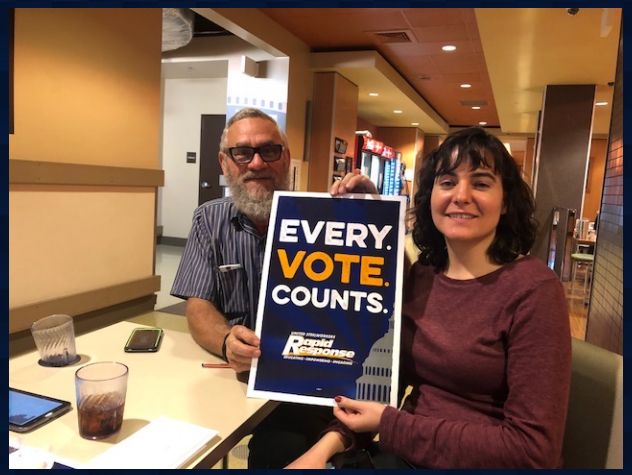
# CORE ISSUES

## Health Care



# What is Rapid Response?

- Grassroots
- Communication
- Education
- Action
- Change



Rapid Response, through inclusion, provides all USW members to have a voice and an active part in the legislative activities that affect our daily lives.

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# Benefits of Involvement

- Build a communication network for RR & more
- Get educated on the issues
- Provides a way to engage & make an impact on things that matter to our workplaces
- Talking union in a positive way
- Builds relationships with lawmakers
- Develop & find new leaders
- Shows employers that we can mobilize
- Ultimately builds solidarity

# CORE ISSUES

## Safety and Health

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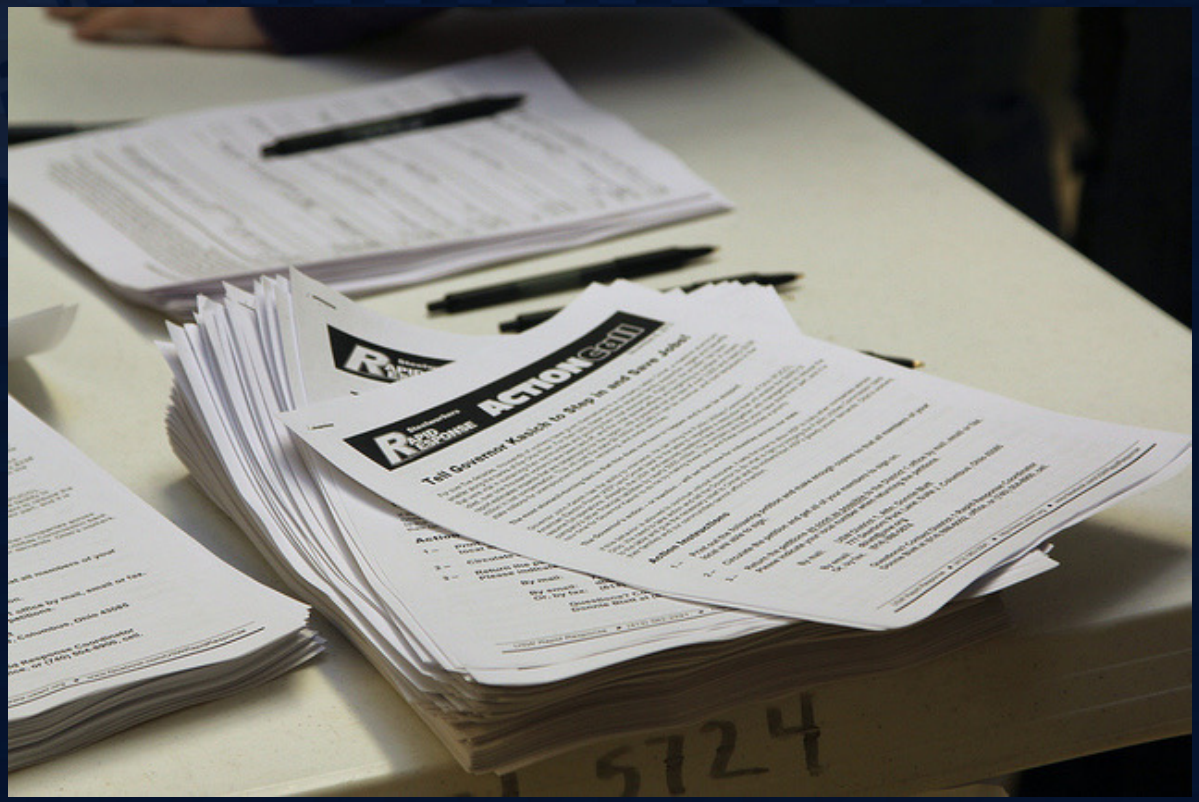
# CORE ISSUES

## Job Security and Trade

# How We Get the Word Out

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Name of the bill

Bill number

Why it matters

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INFOALERT

January 24, 2018

## ...t Significant Rollback in Union Rights in Over 70 Years

Congress is currently considering the Tribal Labor Sovereignty Act (HR 986/S 140), a bill that would strip National Labor Relations Act (NLRA) protections from nearly one million workers.

### Background on the NLRA

The NLRA, enacted in 1935, protects our right to organize and collectively bargain. Men and women including those who founded our union, fought and even died to secure these protections. Collective bargaining led to the establishment of the American middle class. Even today, with only 10.7 percent of workers in unions, we remain a driving force for better wages, benefits, and safety on the job. We can't go backwards.

### Weakening the NLRA

Ever since the NLRA became law, there have been those who have tried to reverse these gains. That includes the Taft-Hartley Act of 1947, which ushered in anti-union right to work laws amongst other rollbacks. This new bill – which has been called the most significant threat since that time – is now moving through Congress.

### Current Challenge: Tribal Labor Sovereignty Act

The bill would strip workers of their NLRA protections at any commercial enterprise owned and operated by a recognized Native American tribe on tribal land. Those businesses include mines, casinos, and other for-profit companies. The employees at the impacted workplaces are both Native American and non-Native American. In testimony, the National Indian Gaming Commission noted that up to 75 percent of employees were non-tribal members.

In the absence of the NLRA, tribes would decide the protections for workers. The Blackfeet Nation in Montana has an ordinance that states, "Unions are prohibited on the Blackfeet Indian Reservation." Right now that can't be enforced. If this bill passes, that would become the law.

Consider this: A 2013 report showed that the average California tribal casino worker without a union makes $20,841 annually. If they had a union, wages jumped by $7,558 (41 percent). Having the right to form a union and collectively bargain makes the difference.

### All Workers Should Have their Rights Protected – No Matter Where They Are

While our union fully respects Native Americans' rights to tribal sovereignty, we will always support the rights of ALL workers to exercise their right to join a union. It's why we want better labor protections in NAFTA. It's why we fight against roll-backs to public employees' rights at the state level. It's why we oppose right to work. And, it's why we oppose this bill.

**We will soon be asking for action. Please be ready to engage if called upon!**

Sources: Bureau of Labor Statistics (BLS), Union Members – 2017; BLS, Employee Benefits in the United States – March 2017; Minority Views, HR 986; Congress.gov.

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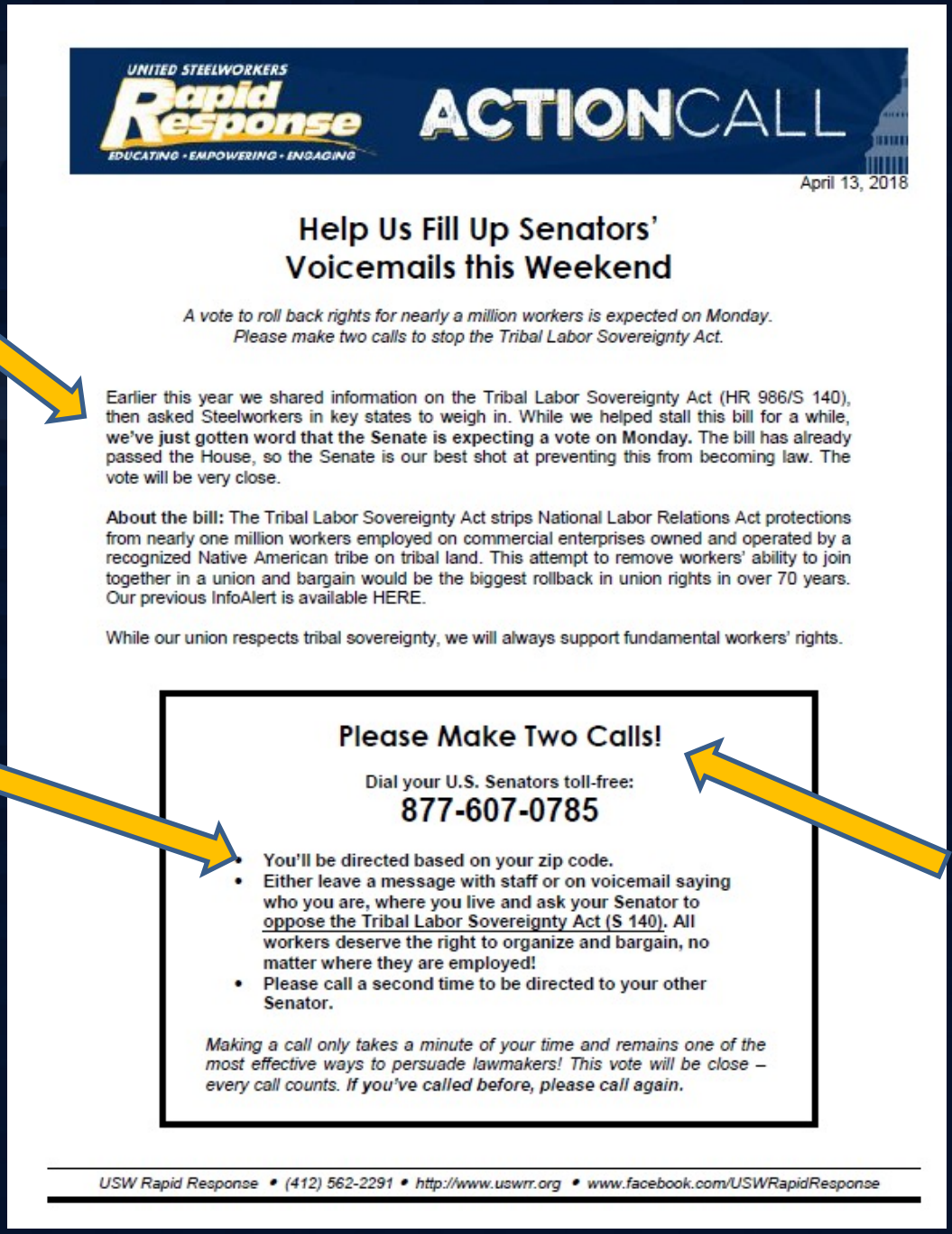
What is happening

For phone and note-writing actions, there's a sample script or message

Instructions for the action



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# ACTIONCALL

April 13, 2018

## Help Us Fill Up Senators' Voicemails this Weekend

*A vote to roll back rights for nearly a million workers is expected on Monday. Please make two calls to stop the Tribal Labor Sovereignty Act.*

Earlier this year we shared information on the Tribal Labor Sovereignty Act (HR 986/S 140), then asked Steelworkers in key states to weigh in. While we helped stall this bill for a while, **we've just gotten word that the Senate is expecting a vote on Monday.** The bill has already passed the House, so the Senate is our best shot at preventing this from becoming law. The vote will be very close.

**About the bill:** The Tribal Labor Sovereignty Act strips National Labor Relations Act protections from nearly one million workers employed on commercial enterprises owned and operated by a recognized Native American tribe on tribal land. This attempt to remove workers' ability to join together in a union and bargain would be the biggest rollback in union rights in over 70 years. Our previous InfoAlert is available HERE.

While our union respects tribal sovereignty, we will always support fundamental workers' rights.

### Please Make Two Calls!

Dial your U.S. Senators toll-free:

**877-607-0785**

- You'll be directed based on your zip code.
- Either leave a message with staff or on voicemail saying who you are, where you live and ask your Senator to oppose the Tribal Labor Sovereignty Act (S 140). All workers deserve the right to organize and bargain, no matter where they are employed!
- Please call a second time to be directed to your other Senator.

*Making a call only takes a minute of your time and remains one of the most effective ways to persuade lawmakers! This vote will be close – every call counts. If you've called before, please call again.*

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How the legislators voted

What the outcome was

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# FEEDBACK REPORT

April 17, 2018

## You Made this Win Possible

The AFL-CIO said passage of the Tribal Labor Sovereignty Act (S. 140) would amount to "the most aggressive erosion of labor protections since the 1940s." Thanks to your help, that bill was stopped this week in the Senate. It needed 60 votes to move forward. It got 55.

THANK YOU to every USW member who made a call or took other action to derail this bill, whether it was over this past weekend or over the past couple of months. Those efforts made a real difference in the outcome.

**How They Voted:**

**All Democrats and Independents voted RIGHT (against), except for:** Baldwin (WI), Heinrich (NM), Heitkamp (ND), Kaine (VA), King (ME), Warner (VA), Udall (NM)

**All Republicans voted WRONG (for), except for:** Portman (OH)

**The following did not vote:** Duckworth (IL), McCain (AZ), Rubio (FL), Tillis (NC)

The full vote is available here.

Please thank those who stood with us and express your disappointment with those who did not. This helps them know we are watching their votes, and gives us more leverage on future efforts.

**Dial your U.S. Senators toll-free:**
**877-607-0785**

While our union fully respects Native Americans' rights to tribal sovereignty, we will always support the rights of ALL workers to exercise their right to join a union. These fundamental protections can never be taken for granted. That's why we'll remain vigilant for the return of this or any other similar legislation!



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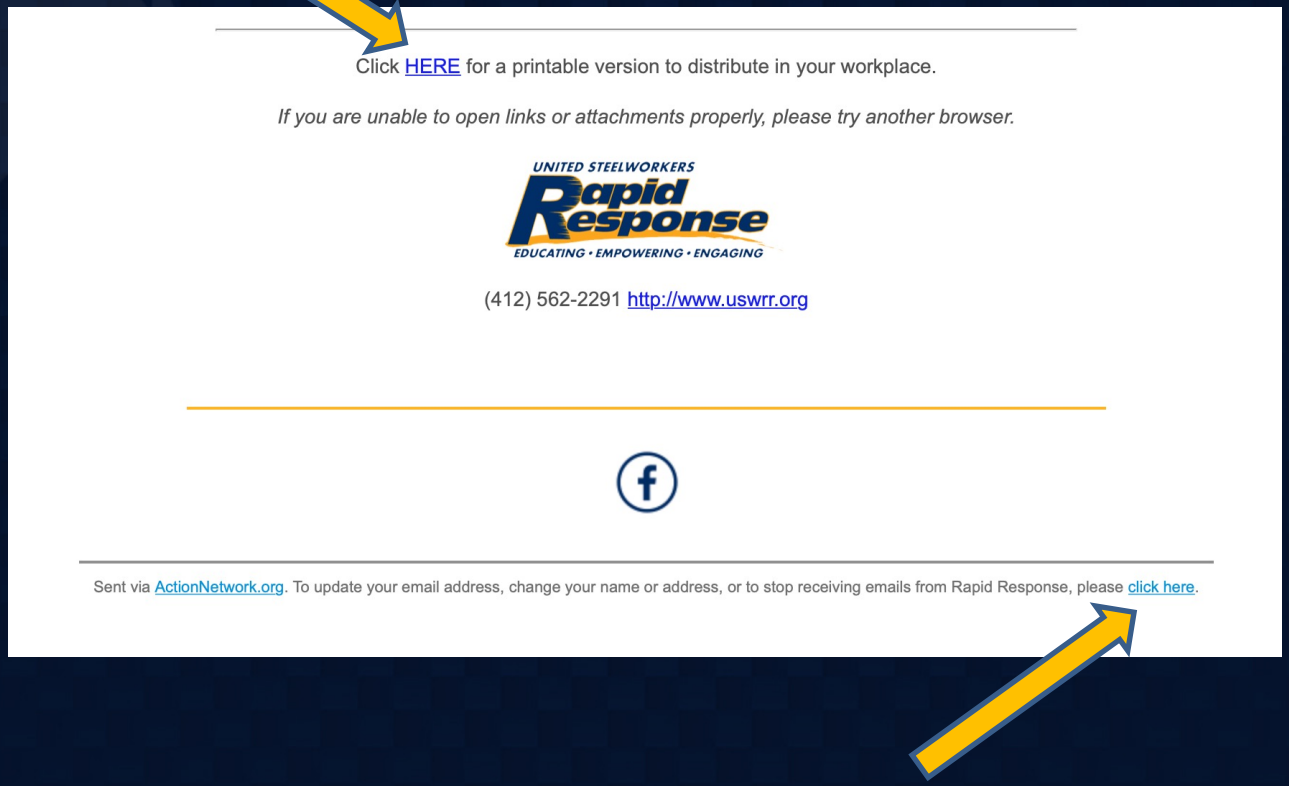
**At the bottom of every email you receive from Rapid Response there is a link to a printable version to share throughout your workplace.**




**You will also find a link to update your email address, change your name, and unsubscribe.**

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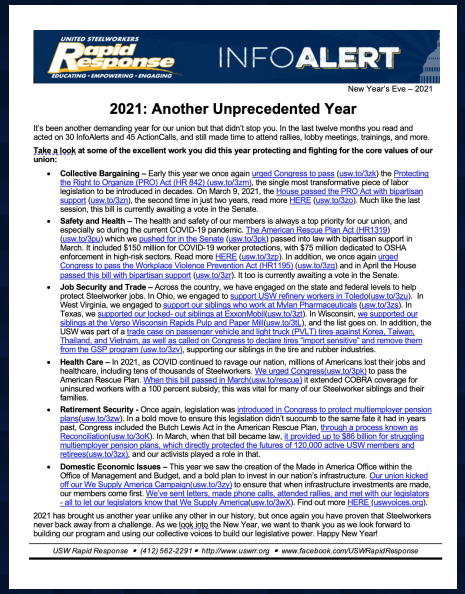

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INFOALERT

New Year's Eve – 2021

## 2021: Another Unprecedented Year

It's been another demanding year for our union but that didn't stop you. In the last twelve months you read and acted on 30 InfoAlerts and 45 ActionCalls, and still made time to attend rallies, lobby meetings, trainings, and more.

**Take a look at some of the excellent work you did this year protecting and fighting for the core values of our union:**

- **Collective Bargaining** – Early this year we once again urged Congress to pass (usw.to/3zk) the Protecting the Right to Organize (PRO) Act (HR 842) (usw.to/3zm), the single most transformative piece of labor legislation to be introduced in decades. On March 9, 2021, the House passed the PRO Act with bipartisan support (usw.to/3zn), the second time in just two years, read more HERE (usw.to/3zo). Much like the last session, this bill is currently awaiting a vote in the Senate.
- **Safety and Health** – The health and safety of our members is always a top priority for our union, and especially so during the current COVID-19 pandemic. The American Rescue Plan Act (HR1319) (usw.to/3pu) which we pushed for in the Senate (usw.to/3pk) passed into law with bipartisan support in March. It included $150 million for COVID-19 worker protections, with $75 million dedicated to OSHA enforcement in high-risk sectors. Read more HERE (usw.to/3pp). In addition, we once again urged Congress to pass the Workplace Violence Prevention Act (HR1195) (usw.to/3pz) and in April the House passed this bill with bipartisan support (usw.to/3zr). It too is currently awaiting a vote in the Senate.
- **Job Security and Trade** – Across the country, we have engaged on the state and federal levels to help protect Steelworker jobs. In Ohio, we engaged to support USW refinery workers in Toledo(usw.to/3zu). In West Virginia, we engaged to support our siblings who work at Mylan Pharmaceuticals (usw.to/3zs). In Texas, we supported our locked- out siblings at ExxonMobil(usw.to/3zt). In Wisconsin, we supported our siblings at the Verso Wisconsin Rapids Pulp and Paper Mill(usw.to/3tL), and the list goes on. In addition, the USW was part of a trade case on passenger vehicle and light truck (PVLT) tires against Korea, Taiwan, Thailand, and Vietnam, as well as called on Congress to declare tires "import sensitive" and remove them from the GSP program (usw.to/3rv), supporting our siblings in the tire and rubber industries.
- **Health Care** – In 2021, as COVID continued to ravage our nation, millions of Americans lost their jobs and healthcare, including tens of thousands of Steelworkers. We urged Congress(usw.to/3pk) to pass the American Rescue Plan. When this bill passed in March(usw.to/rescue) it extended COBRA coverage for uninsured workers with a 100 percent subsidy; this was vital for many of our Steelworker siblings and their families.
- **Retirement Security** - Once again, legislation was introduced in Congress to protect multiemployer pension plans(usw.to/3zw). In a bold move to ensure this legislation didn't succumb to the same fate it had in years past, Congress included the Butch Lewis Act in the American Rescue Plan, through a process known as Reconciliation(usw.to/3oK). In March, when that bill became law, it provided up to $86 billion for struggling multiemployer pension plans, which directly protected the futures of 120,000 active USW members and retirees(usw.to/3zx), and our activists played a role in that.
- **Domestic Economic Issues** – This year we saw the creation of the Made in America Office within the Office of Management and Budget, and a bold plan to invest in our nation's infrastructure. Our union kicked off our We Supply America Campaign(usw.to/3zy) to ensure that when infrastructure investments are made, our members come first. We've sent letters, made phone calls, attended rallies, and met with our legislators - all to let our legislators know that We Supply America(usw.to/3wX). Find out more HERE (uswvoices.org).

2021 has brought us another year unlike any other in our history, but once again you have proven that Steelworkers never back away from a challenge. As we look into the New Year, we want to thank you as we look forward to building our program and using our collective voices to build our legislative power. Happy New Year!

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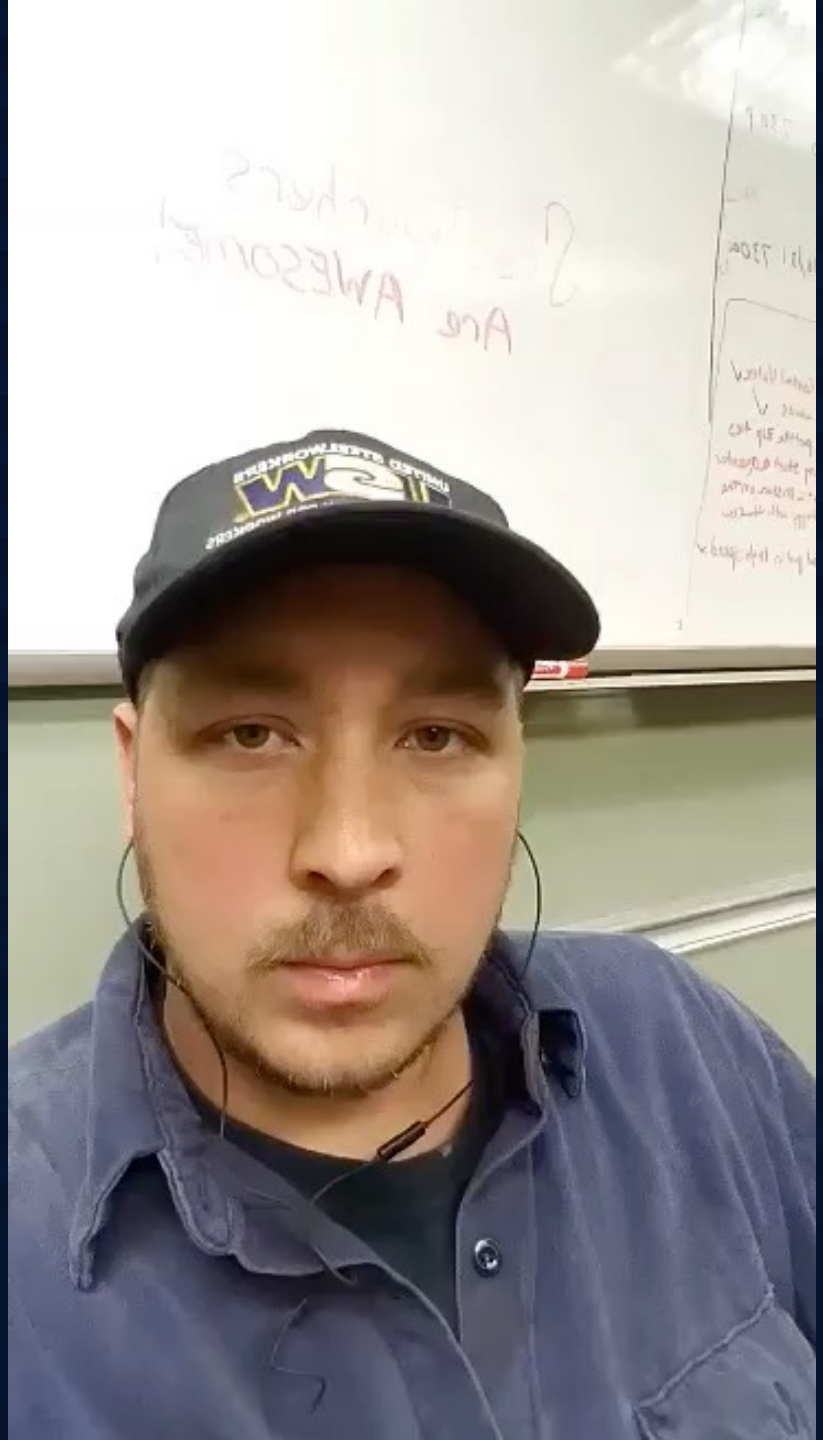
# CORE ISSUES

## Domestic Economic Issues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# The Importance of Giving Feedback

You'll get "Feedback Reports," but other feedback is just as important:

- From Team Members to Local Coordinator
- From your Local Coordinator to your Team
- From LU Members to Team Members
- Between you and your District Coordinator
- Always remember to report back at local union meetings as well!

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# One-on-One Communications: The Heart of Rapid Response

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# Reaching Out to Elected Officials

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# The Role of the Local Union Rapid Response Coordinator

- Appointed by Local President
- Recruits a Team along with President & ensures Team Members are engaged
- Keeps the Team informed and ready
- Reports action results
- Reports changes in Team Members
- Personally participates!

# The Role of the Rapid Response Team Members

**What do we need our team members to do?**

- Circulates information to an assigned group of people
- Ensures actions are carried out
- Reports results back to the RR Coordinator
- Personally participates!

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# CORE ISSUES

## Collective Bargaining

# CORE ISSUES

## Collective Bargaining

## We want to hear from YOU!

# Get Connected to Rapid Response

**EMAILS**

To receive Rapid Response emails or to get more information, contact your District Rapid Response Coordinator.

**WEBSITE**

www.uswrr.org

**FACEBOOK**

Facebook.com/USWRapidResponse

**MOBILE ALERTS**

Text uswrapid to 69866

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