

## 2024 Highlights: Rapid Response in Action!

Today we bid farewell to the 118th U.S. Congress and welcome in the 119th. We wanted to take this moment to reflect on just a few of the remarkable achievements of 2024. Your unwavering dedication, solidarity, and tireless efforts have been the driving force behind these successes. Together, we've made incredible strides in protecting and advancing the values that unite us. Thank you for standing strong and advocating for workers everywhere!

### Key Moments from 2024:

**Empowering Workers through Collective Bargaining:** In a landmark victory for workers, the Illinois Worker Freedom of Speech Act (SB 3649) was signed into law in July. This groundbreaking legislation puts an end to employer-led "captive audience" meetings aimed at undermining union organizing efforts. This achievement represents a major step forward in protecting workers' rights and strengthening the labor movement.

**Championing Safety and Health:** Our members in Massachusetts made their voices heard by sending over 1,100 letters to legislators, urging them to remove two dangerous amendments from an energy bill. These amendments posed a threat to the critical work of our gas workers and community safety. Thanks to this collective action, the amendments were excluded from the final legislation. While this issue may reemerge, we are prepared to remain vigilant and proactive in protecting our members and the environment.

**Fighting for Job Security and Fair Trade:** USW has been relentless in its fight for workers impacted by unfair trade deals and offshoring. Despite challenges, we continue to push for the reauthorization of Trade Adjustment Assistance (TAA), which provides robust job training for workers affected by trade-related layoffs. In 2024, we brought the voices of impacted workers to Congress, advocating for action to ensure their future.

**Improving Health Care Standards:** April 22 marked a significant milestone when the U.S. Department of Health and Human Services proposed a regulation requiring safe staffing levels in nursing homes. This rule ensures that registered nurses (RNs) and nursing assistants (NAs) are always on duty, addressing the staffing crisis and prioritizing quality care for patients.

**Securing Retirement Fairness:** On December 21, the U.S. Senate passed the Social Security Fairness Act (H.R. 82) with overwhelming bipartisan support. This legislation eliminates provisions that unfairly reduce or eliminate Social Security benefits for public employees. President Biden is scheduled to sign this historic bill into law on January 6, 2025.

**Investing in Our Future:** Throughout the year, significant federal investments through the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA) strengthened our communities and industries. These initiatives underscore the power of federal support in building a robust economy, and we remain committed to championing these transformative efforts.

**Supporting Veterans:** USW has been championing legislation across the country that requires a standardized workplace posting that includes basic information about benefits to which veterans are entitled and a way to learn more about programs designed to help them. In 2024, this legislation was passed in Illinois, Indiana, Massachusetts, Michigan, New Hampshire, Rhode Island, Utah, and Virginia.

**As we reflect on the accomplishments of 2024, we also look forward with excitement and determination around the opportunities and challenges ahead. Thank you for your hard work, dedication, and commitment to advancing our core values.**

**Get ready to continue to stand up for workers in 2025!**