

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers

STEEL BARGAINING 2018 ¹⁰

SAFETY IN PAPER ¹²

UNION SOLIDARITY ¹⁴

NEW TRADE DEAL? ¹⁹





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"NOBODY HAS FOUGHT HARDER THAN US. IT'S TIME FOR PROGRESS."

International President Leo W. Gerard on 2018 steel industry negotiations

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Thanks Dad

My name is Jessica. I'm 17, recently graduated from high school, and will be moving away to attend college in August. My dad has been employed by U.S. Steel in Gary, Ind., since July 6, 1998. 20 years.

My dad is a kind, loving, caring man. I was wondering if it's possible to feature him in *USW@Work*. Each time it comes in the mail, I look excitedly hoping to see him but I never have. His name is Adam Nelson, a crane operator and member of Local 1066.

He's a quiet guy, never one to draw attention to himself. I know he's struggling with his "baby girl" leaving the nest. It would mean so much to me to see him honored.

*Jessica Taylor Nelson
Kouts, Ind.*

Editor's Note: We can't promise an article, but here's a shout out to all the moms and dads who work hard to make the future brighter for their children.

Democracy at Work

Thank goodness a majority of union workers DO NOT think like Gary Weaver. Mr. Weaver is in a snit because his union voted overwhelmingly to authorize a strike. That's called democracy, Mr. Weaver, just like our democratic electoral system in the USA, where majority rules.

Right to work does NOT protect you from union bullies, Mr. Weaver. It weakens your union, so when the union is eventually gone management can bully you with no recourse.

*Cynthia Curry
Plymouth, Mass.*

Jury Service is a Civic Duty

I was most disappointed to read the letter from Matt Williams regarding voting in Missouri, specifically the sentence, "One big myth about registering to vote is that you will be put on the jury duty list."

It seems to say that jury duty is a nuisance to be avoided rather than an obligation to be fulfilled by citizens to provide a fair trial to anyone who finds himself or herself to be a defendant or a plaintiff in a legal case.

I have proudly served on several juries and consider it my civic duty to do so. Shirking this responsibility is a disgrace, and I expect better from union folks.

*Barbara Orze
Chicago*

The Price We Pay

Taxes are the price we pay for the privilege of enjoying our unique experiment in representative government that perpetuates "liberty and justice for all" as a fundamental value.

I consider union membership and dues a morally mandated obligation immutably associated with the wages and working conditions negotiated by unions for their membership.

Gary Weaver objects to paying "dues to an organization that doesn't do what I want it to do." Frankly, that sounds like the protest of a spoiled brat, rather than that of a reasonable adult. If Weaver really believes in pecuniary rebellion, he

should withhold payment of taxes during periods the federal government fails to satisfy his expectations.

*Ronald Entwistle
San Pablo, Calif.*

Knock on the CEO's Door

After reading Gary Weaver's letter I had to respond. Of course, you shouldn't have to pay dues if you don't want to. You shouldn't get raises either, or benefit packages, or the support of the grievance process. You should be on your own to get whatever management offers. Go ahead, knock on the CEO's door and see what comes your way.

*Rick Casey, retired Local 14178
Coldwater, Mich.*

Remembering Newport News

The spring edition of the magazine contains a long article on the 40th anniversary of the Newport News victory. To my amazement, the story failed to mention Jack Hower and Roosevelt Robinson, who led the campaign and held it together during very difficult times, including a failed strike. Also unmentioned was local activist Bill Bowser, whose leg was broken during the police invasion of the local union office.

How ironic that Hower became the subject of a feature article in the Wall Street Journal but didn't make it into the pages of the union magazine.

*Carl Frankel, retired USW general counsel
Pittsburgh*

Editor's note: Many people were involved in Local 8888's success over 40 years. We could not name them all. Thank you for your recollection.

Why Pay Union Dues?

Unions are needed to protect your rights as a worker, give you job security, decent hours to work and good working conditions. Without a union a company will mistreat you, give you what they want when they want, bring in family or friends and give them your job.

A union is a must in today's industry as it was needed back in the 1920s, and a union is as good as its rank and file. Its weakest link is someone who doesn't believe a union is needed and bad-mouths it.

I have seen good union leadership and bad leadership. It is up to you to come to meetings and participate or you will have a bad union.

*Ricky Daniel, retired Locals 1053 and 5133
Winchester, Tenn.*

Proud to be Union

As a 30-year member, all at Local 5114, Lucky Friday mine, I have only one thing to say to Gary Weaver regarding his letter in the spring 2018 issue. Try reading a book sometime, educate yourself. You have no clue the damage "right to work" has done to us all. Proud to be union.

*Ron Hayes,
Coeur d'Alene, Idaho*



FLIPPING FOR FIESTWARE

The more than 500 USW members who work at the Homer Laughlin China Co. factory take great pride in the fact that they spend their days producing some of the best-known tableware on the planet.

The company, located in Newell, W. Va., produces Fiestaware, the collectible mix and match dinnerware prized for its brilliantly colored glazes, along with other high quality china found in the best hotels, restaurants and dining rooms.

"If you buy Fiestaware or china from Homer Laughlin China Co., you're not only buying the finest quality ware, you're also supporting quality people and good manufacturing jobs," said Local 419M President Tom Hubbard.

Those good jobs have in turn supported the families and community in and around Newell for nearly 150 years. Founded as Laughlin Pottery in 1871 in nearby East Liverpool, Ohio, the company opened its West Virginia facility in 1903. Today, that site includes two nearly identical facilities that cover 37.5 acres.

FIESTAWARE IS BORN

In 1936, Homer Laughlin gave birth to a classic piece of Americana when the company introduced its Fiesta brand of tableware, a line of vibrantly colored products that today are produced in 14 unique hues, including the popular mulberry line introduced in 2018.

The line also has included 36 other limited-edition or discontinued shades, which have helped to make Fiestaware not just a vital part of American dinner tables, but also a prized collectors' item.

In fact, the brand has a group of dedicated fans, known as the Homer Laughlin China Collectors Association, a non-profit organization that includes more than 1,000 dues-paying members, produces a quarterly magazine and hosts an annual conference for

members every summer.

That level of customer devotion is not lost on the USW members at Homer Laughlin, many of whom take an equal measure of pride in their handiwork. The company is proud of



its workers, too. A sign on an outside wall declares: "Through these portals pass the best potters in the world."

"They want this stuff to be perfect," Hubbard said of the USW members who work at the factory.

Devotees of Homer Laughlin products, including members of Local 419M, are known to each other as "plate flippers" for their habit of turning hotel and restaurant china over to find out where it was made. Homer Laughlin products are stamped on the bottom.

"You flip a cup to see where it's made, or flip a plate to see if it's made here," said 34-year member Brenda Kraft.

It's important to check, because imported dinnerware often does not adhere to the same standards, for factors such as lead content, as the ware produced in Newell, said Marilyn Boyd, a 37-year employee who spends her days painting gold designs onto pieces of high-end

dinnerware.

"If somebody serves me dinner in a restaurant and I get an imported plate and it has a chip in it, I'll send it back. I won't eat on it," said Boyd. "It doesn't matter where I go to eat – I have to see where the ware is from."

QUALITY CONTROL

The iconic status of Homer Laughlin products means that quality control is a high priority for the members of Local 419M. No piece of china leaves the factory without being inspected several times over by members of the union.

"Quality control – they're really the backbone of the operation," Hubbard said.

Chuck McIntire, who produces handles for Fiesta pieces such as teapots and coffee mugs, works hard to

make sure every piece of ware that leaves his shop is flawless.

While McIntire makes an average of about 1,200 handles per day, he said there have been days when he's made twice that many.

Despite the hard days, the presence of the USW at the factory makes the jobs at Homer Laughlin worth keeping, he said.

"You have good days and bad days, but it's a really good job," McIntire said.

IT ALL STARTS HERE

Brandon Adams' job places him at the very beginning of the production process, where he mixes clay and loads finished chunks of the material onto carts. The slabs are then separated into small pieces that are crafted into some of the more than 140,000 items the facility turns out each day.

"This is where it all starts, right here," he said.

On its website, the company



Pete Jones



estimates that it has made more than 25,000 unique products over the years.

Other than the raw materials used to make clay, the workers at Homer Laughlin create nearly everything they need to produce all of its products, from mixing the dyes used for each unique color, to making their own molds and hand tools, to printing customized decals in a small shop inside the factory.

Lori Barrett is one of the curators of the dozens of decals that have adorned Homer Laughlin products over the years. In case of replacement orders, Barrett keeps meticulous track of the numbered designs, down to the very first one ever made. During a recent shift, Barrett dug out design No. 1, a simple double-circle decal that decorated the outer rim of a plate.

Other designs are far more ornate, such as those that have adorned plates at the historic Café du Monde in the French Quarter of New Orleans, one of the many well-known restaurants for which Homer Laughlin has produced china.

“ THE UNION MAKES THIS A STABLE JOB. ”

LONG HISTORY

Like its products, the work force at the Homer Laughlin factory has a long history. A majority of the workers have been on the job for several decades.

Edna Pitcock is one of the longest-tenured workers, having been at the factory for 46 years.

Pitcock said that through the years she's seen countless changes at the plant – from the work environment to materials, product lines and production methods – but has always looked forward to spending her days at the factory.

“I've never minded the job,” Pitcock said. “It's fulfilling work.”

One major change Pitcock noted has been increased automation, which has slowly eroded the USW membership from a peak of about 900 to just over 500 today.

Still, automation is not the biggest challenge facing workers at the Newell plant. An even bigger threat, members



Karla Lamp



Edna Pitcock



Kevin Manypenny



say, is competition from unfairly traded and inferior overseas imports.

"Orders haven't been what they used to be," Hubbard said, citing attempts by competitors from China and elsewhere to "knock-off" the look and feel of Fiestaware.

"That's what we're up against right now," Hubbard said, noting that while some competitors' products might look like Fiestaware, the quality of the products at Homer Laughlin is difficult to match.

"You have to touch it to know the quality of what you're getting," Hubbard said, noting that customers often purchase china online without getting a chance to examine it, then are disappointed to find that they got what they paid for, a low-quality piece of tableware.

At the Newell factory, customers not only have the opportunity to see, touch and purchase china at the Homer Laughlin outlet store, they can tour the factory and also visit an on-site museum devoted to the company's rich product history.

UNION PROVIDES STABILITY

"Pottery has always been here," said Shelba Kirkbride, a 42-year employee who also serves as Local 419M secretary.

The Newell area at one time was home to more than a half-dozen pottery companies, she said. Today, Homer Laughlin is the only one left in the region and one of the few remaining in the United States.

Local 419M was part of the Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMP) before the GMP merged with the USW in September 2016.

The union has worked hard over the years to keep the factory running efficiently and safely, Kirkbride said.

"The union makes this a stable job," she said. "And the union is about the only leverage we have to get things done."

Still, working for a company like Homer Laughlin isn't for everyone, Hubbard admitted, noting that the job

requires a high level of skill, precision and concentration.

"This is challenging work," said 42-year employee Kevin Manypenny as he painted decorative lines on saucers by hand. "We want our products to be of good quality, products that people want."

Hubbard said that members of Local 419M will keep working as hard as they can toward that goal, to ensure that the factory remains a source of good jobs and quality products for generations to come.

"Pottery is no fun for people who don't want to work, but this is a hard-working bunch," Hubbard said. "We want to keep the doors open."

Taking pride in their hard work will be what continues to sustain the members of Local 419M, he said.

"We preach that every day," Hubbard said. "That's what's going to keep us in business - the pride in our ware."

Photos by Steve Dietz



Andrew Durk



Chuck McIntyre

OIL UPDATE

USW Members Confront Exxon on Workers' Rights, Transparency

USW members joined striking Australian union members at ExxonMobil's annual shareholder meeting to confront the company over a strike in Australia and to advocate for greater transparency from the company on its political spending.

Longtime USW member and ExxonMobil employee Ricky Brooks, president of Local 13-2001, presented shareholders with a proposal, on behalf of the USW and 25 co-filers, that would require ExxonMobil to file a report detailing the company's spending on political lobbying each year. The proposal received 26 percent of shareholders' votes.

In addition to advocating for the transparency proposal, Brooks spoke out about safety issues at his Baytown, Texas, facility and brought attention to the unjust actions ExxonMobil has supported against striking union members in Australia.

Two hundred workers have been on strike for more than a year against a maintenance contractor that works for ExxonMobil's Australian subsidiary, Esso Australia. The contractor has slashed wages and benefits and imposed a more burdensome work schedule.

Steven Soloman, one of four Australian workers who traveled to Dallas for the May 30 meeting, was prepared to confront the company about the hundreds of millions of dollars it has spent on union-busting efforts. Company officials, however, refused to allow him to speak.

The company also took the extreme

step of banning the other three Australian workers from entering the meeting, despite remarks from ExxonMobil CEO Darren Woods acknowledging that the company would need its world-class work force to reach its goal of doubling productivity in downstream and chemical sectors and tripling productivity in upstream activities by 2025.

ExxonMobil's stated reason for barring the workers was to protect shareholder safety. However, none of the three banned union members have been charged with any crimes related to their legal strike in Australia.

The three barred union members and other members of the USW contingent made their presence known outside the meeting by handing out leaflets detailing their struggles and speaking to other organizations in attendance.

National Oil Bargaining Conference to Set Agenda for 2019 Bargaining

About 400 USW members who work at oil refineries, petrochemical plants, terminals, pipelines and as truck drivers around the United States will work together this September to set the agenda for the union's upcoming negotiations with the oil industry.

The union's National Oil Bargaining Program (NOBP) conference will take place Sept. 23 to 26, in San Diego, where members will finalize the union's bargaining policies and contractual demands and get ready to enter negotiations.

The USW's pattern agreement sets wages, benefits and working conditions for some 30,000 workers at about 210 facilities. The pattern and most of the local agreements expire on Feb. 1, 2019.

In addition to adopting the bargaining agenda, the NOBP conference will include plenary sessions and educational

workshops for members, as well as individual meetings for various regions and councils. Locals must register by Aug. 22 to participate.

"Members throughout the oil industry should be thinking seriously about what we want to achieve in the next round of bargaining, both on a national and a local level," said NOBP Chair Kim Nibarger. "We also will be looking at how to improve the current language regarding contractors and fatigue."

The union will hold Process Safety Representative training in August at the Local 13-423 hall in Port Arthur, Texas. During the summer and fall, each local will hold NOBP strategic planning sessions where members will develop communications and action plans to keep all members informed and engaged throughout negotiations.

"It is essential that all members get involved in this important work," Nibarger said. "The keys to a strong agreement will be the solidarity, mobilization and communication among our members, within our locals and across the country."

Renewable Fuel Standard Reform Stalls Indefinitely

Pressure from farm-state lawmakers in early June indefinitely delayed a White House deal to reform compliance with the U.S. Renewable Fuel Standard (RFS).

Republican Sens. Chuck Grassley and Joni Ernst of Iowa pushed to end the

proposal that would have allowed biofuel exports, like ethanol, to count toward annual volume quotas, as well as permit the sale of high-ethanol gasoline year-round.

The proposal would have expanded the market for biofuel blending credits, called Renewable Identification Numbers (RINs), and lowered the RIN cost for independent merchant refiners that lack the capacity and infrastructure to

blend biofuel with gasoline.

Grassley and Ernst argued the deal would undermine ethanol demand.

The Environmental Protection Agency (EPA) dramatically increased the number of RFS exemptions to small refiners this year, but farm-state legislators said that reduced farm income.



STEEL STRONG

2018

**BASIC STEEL BARGAINING
GETS UNDER WAY**

USW local leaders representing more than 30,000 members at two dozen steel plants and iron ore mines across the United States are bargaining new contracts this summer with ArcelorMittal and U.S. Steel.

The two USW bargaining committees began their meetings the week of June 25. That same week the Basic Steel Industry Conference met in Pittsburgh, where hundreds of local leaders from across North America attended and reviewed the state of the global steel industry, formulated a bargaining agenda and worked to develop proposals and plans for mobilization and communication.

"We received a terrific overview of our industry and good information about conditions in the automotive, construction and oil drilling markets we supply, including a thorough discussion of the Section 232 tariffs, international trade and global overcapacity," said Steve Wagner, president of Local 1010, which represents workers at ArcelorMittal's Indiana Harbor East in East Chicago, Ind., and Riverdale, Ill., facilities as well as at Sun Coke Energy, Inc. in East Chicago.

"We are very well prepared for the challenges we will face at the table in negotiations and looking forward to building solidarity within and between our locals, not just at ArcelorMittal but throughout the steel industry," Wagner said.

HIGHER PRICES AND UNCERTAINTY

This round of negotiations comes at a time of higher steel prices but also uncertainty for the industry, since the White House began talks last year to renegotiate the North

American Free Trade Agreement [NAFTA] and this spring implemented a 25 percent tariff on steel imports under Section 232 of the Trade Expansion Act of 1962, which focuses on whether imports of certain products pose a national security threat.

Those moves have prompted some idled mills to restart production and begin hiring more workers, while also angering some longtime U.S. allies.

"While it is still not clear what the future of our industry might be in the short term, we intend to focus on the long-term viability of our jobs and our workplaces," said International Vice President Tom Conway, who leads the union's U.S. Steel bargaining committee. "Our goals will be to

guarantee fair treatment for all Steelworkers, fight for long-term job security for members, and ensure safer and healthier workplaces."

The union also intends to continue to fight for fair trade, a battle that USW members have waged for nearly 20 years both inside and outside of Washington, D.C., said District 1 Director David McCall, who chairs the USW's ArcelorMittal bargaining committee.

"Our union has been talking about fair trade for decades, so it's about time our leaders in Washington have started to pay attention," McCall said. "We've never wavered

from our commitment to fairness not just for the members of our union, but for the sake of the long-term competitiveness and viability of the places where we work."

MASTER AGREEMENTS EXPIRING

The USW's master agreements with both ArcelorMittal and U.S. Steel are set to expire on Sept. 1. Talks with ArcelorMittal got under way on July 16 while U.S. Steel negotiations began on July 23.

"The strength and solidarity of the members of this union over several generations - that's the reason why we have the wages and benefits and protections we have now," said Calvin Croftcheck, the USW's

safety coordinator for U.S. Steel facilities. "That same strength and solidarity is what's going to see us through this summer. No matter what we face, we're going to stand together as one."

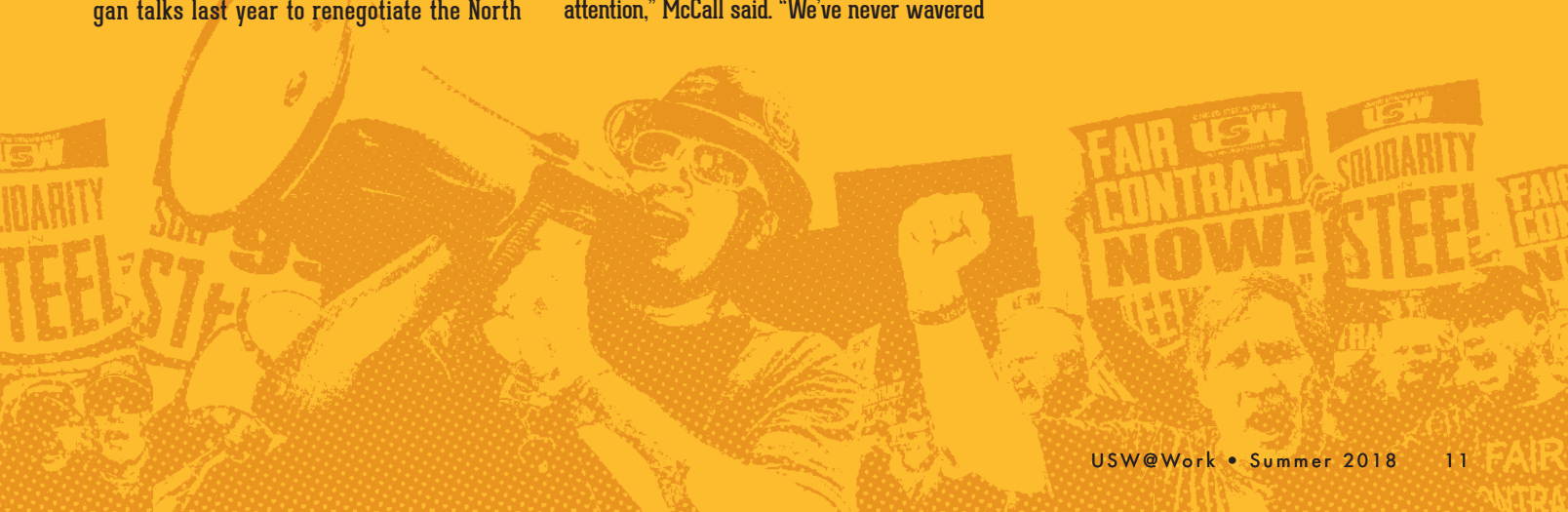
The USW also will begin bargaining new agreements with iron ore mining giant Cliffs Natural

Resources later this summer. The USW represents about 1,850 workers at four Cliffs locations in Michigan's Upper Peninsula and in the Iron Range of northern Minnesota. Those contracts expire on Oct. 1.

International President Leo W. Gerard reminded the BSIC participants that North American steel mills are the safest and most efficient in the world, thanks to decades of hard work from USW members.

"Nobody has fought harder than us," Gerard told the conference. "It's time for more progress."

WORK | JOIN | WIN TOGETHER



PAPERWORKERS PREPARE FOR BARGAINING

USW paperworkers representing 600 locals from across North America spent a week strengthening solidarity across the industry, setting collective bargaining goals and taking part in training programs aimed at building stronger locals and safer workplaces.

The USW's 2018 National Paper Bargaining Conference, held July 16 to 19 in Pittsburgh, focused on the fact that the paper industry is the most dangerous among all USW workplaces.

"Health and safety will always be a priority no matter where our members work, and the paper industry is no exception," said International President Leo W. Gerard. "We will never stop looking for new ideas and strategies to make our workplaces as safe as they can possibly be. That starts at the collective bargaining table."

The paper industry sees more worker fatalities than any other in the USW, said Assistant to the International President Leeann Foster, who coordinates bargaining in the paper sector.

To highlight the importance of safety, Foster opened the conference with a video honoring 11 workers at USW-represented paper facilities who lost their lives since April 2016, as well as a tribute to two members who suffered severed limbs in tragic workplace incidents.

The conference attendees also addressed the issue through five critical hazards safety-based workshops developed by activists in the sector and designed around the "Making and Converting Paper Safely" program.

Members examined and updated

the union's safety bargaining agenda, including items such as making sure members have the right to act to address unsafe work, the right to participate in and develop safety programs, and the right to know what hazards and hazardous materials they are working with.

"We are actively engaging with the industry on workplace safety and credit many for evolving from an approach focused on solely incident tracking to asking the question: 'If our incident rates are world-class, then why are workers being killed or seriously injured at work?'" said International Vice President Jon Geenen, who oversees the union's paper sector.

"We have found that eliminating fatalities and life-altering injuries creates a workplace culture and system that sets workers up for success with a new view of safety that seeks to learn from those closest to the job how work is really done and what systems-based approaches can be developed to keep workers safe on the job," Geenen said. "We are working with innovative employers to put these evolving concepts into practice."

Safety issues

A number of collective bargaining issues also have safety-related aspects to them, he said, citing staffing levels, overtime, training and scheduling.

The conference also developed a plan of action to address staffing issues that result in workers being forced through mandatory overtime

to cover for scheduled vacancies such as vacation, long-term illnesses and supervisory set-ups or special projects that are causing massive amounts of forced overtime.

In addition to the focus on health and safety, the conference devoted time to developing new leaders and highlighting the importance of solidarity and coordinated bargaining in an industry that has faced its share of recent challenges, including consolidation and unfair and illegal foreign trade.

Until the establishment of the national paper bargaining program in 2003 the industry set its own economic and workplace agenda and implemented it site-by-site to the workers' detriment instead of workers from all USW locations convening at a common table with the employer to make their voices heard together on economics and workplace conditions.

For Chris Lyles and his sisters and brothers from Local 1148 at the Graphic Packaging (previously International Paper) mill outside of Texarkana, Texas, protecting and strengthening members' pensions is a top goal in the next round of contract bargaining.

Members at the plant must stand together to stave off potential changes following Graphic Packaging's com-

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Photos by Steve Dietz

bination with International Paper's packaging business in a transaction that closed on Jan. 1.

"We have to stand up for each other, inside and outside of the workplace," Lyles said.

Special breakout meetings also were held for the tissue sector, which is confronting challenges with many low-end players entering the market, putting pressure on established wages, benefits and working conditions, and the packaging sector where there is opportunity from increased demand.

"This is such a rapidly changing industry, and we need to constantly reexamine our policies and practices and evolve to build power," Geenen said. "But our overriding principles of solidarity, safety, job security, and economic fairness – those will always be there to guide us."

Box and converter sector

This year, the conference also included a one-day meeting specifically for union members in the box and converter sector, which has different challenges and expectations from the larger mill operations in the industry.

"The converter and box units tend to be smaller with limited resources, so it was important to ensure that their voices were heard and that they could be an equal part in shaping our bargaining agenda," Geenen said.

The box sector, as a part of the packaging industry, has taken on

added importance because of the growth of online retail delivery in recent years and the fact that more than 95 percent of those products are shipped in cardboard boxes.

The USW represents about 200 locals in the corrugated box industry, which include about 11,000 members.

The theme of this year's conference – "We've Got Each Other's Backs" – demonstrated the USW's focus on building solidarity both within individual locals as well as throughout company councils, sectors and the overall industry to achieve the best agreements possible.

One of the liveliest workshops of the week focused on building stronger local unions through internal organizing efforts such as regular face-to-face member communications and new employee orientations.

Howard Pickels of Local 1192 in Perry, Fla., said he learned firsthand how important strong internal organizing was when a unit of his amalgamated local faced a decertification campaign in 2017.

The company, West Fraser, was ultimately unsuccessful in its efforts, but is likely to attempt another effort this fall when the unit's agreement passes the federal "contract bar" rule. That threat makes the work of internal organizing a top priority this summer, Pickels said.

"If we don't have the members with us, we won't be able to hold them off," he said.

In addition to dozens of educational workshops, the conference included 32 individual council meetings in which members reviewed current bargaining and safety policies, recommended updates, and strategized how to build local power by better engaging members in their local unions and the council. Policy committee members selected by the 32 councils then used those recommendations to help shape the union's bargaining agenda for upcoming negotiations.

The USW has two master agreements – covering about 8,000 workers at WestRock and about 3,000 at Domtar – that are due to expire next year.



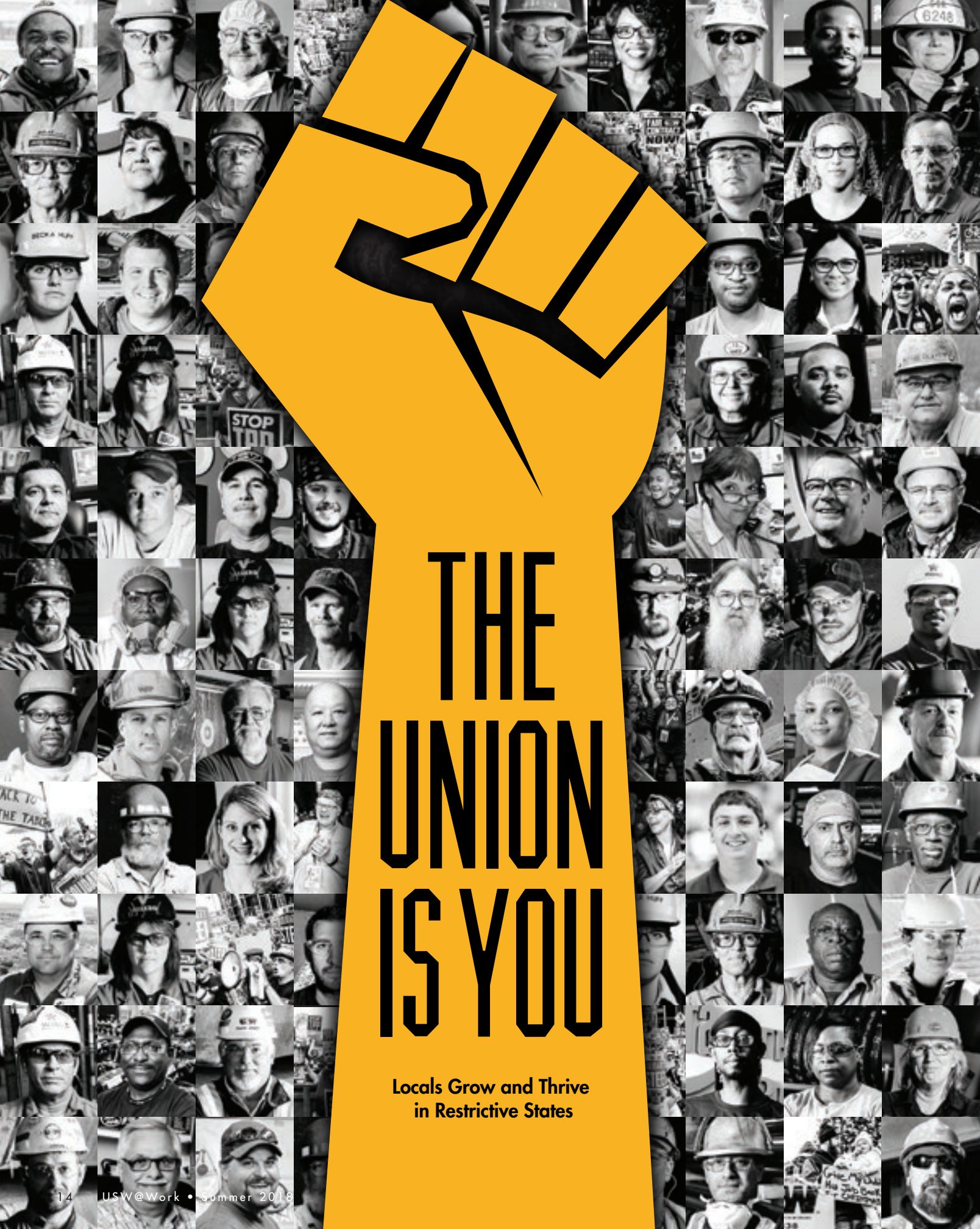
Alex Perkins



International Vice President Jon Geenen



Abdellatif (Abdou) ElBerchoui



THE UNION IS YOU

Locals Grow and Thrive
in Restrictive States

The U.S. Supreme Court sided with right-wing billionaires bent on destroying organized labor in June when it denied labor unions the right to automatically collect fees for services to public sector workers who do not join a union.

The court's decision in *Janus v. AFSCME Council 31* capped a decades-long campaign waged at all levels of government – federal, state and local – to restrict workers' rights to unionize and collectively bargain when it is clear that belonging to a union gives workers a better quality of life.

"Make no mistake – this case was an attack on unions, working people, and the causes that the labor movement fights for every day," said International President Leo W. Gerard. "But no court case will stop unions and their supporters from fighting back against efforts to weaken and divide us."

For public employees and their unions, the decision means that free riders can legally benefit from wages, benefits, pensions, and working conditions negotiated by the USW or any other union without having to pay for them.

Private sector workers have long faced the same kind of anti-union animus, starting mostly in the South during the post-war 1940s when conservative and corporate interests stoked campaigns to forbid companies and workers from bargaining for closed shops.

In the private sector, 28 states now have open-shop laws, where union membership dues or agency fees paid by non-members cannot be required in contracts between employers and labor unions.

USW locals across the country, however, have shown they can survive and thrive in those states that prohibit union security clauses and keep their membership levels up, at 100 percent or close to it.

How do they do it?

Each local operates differently, but most of the successful ones engage in continuous internal organizing – listening, talking and engaging – every day with dues-paying members and prospective members.

It's important to clearly communicate the benefits of belonging to a union and the dangers of at-will employment. Making new members feel welcome and

part of the union helps. So does peer pressure positively applied.

"We keep people informed. We keep them together. We tell them what's in our collectively bargained agreement, and we teach them that 'you are the union,'" said David Boone, president of Local 752L at the Cooper Tire plant in Texarkana, Ark.

Local 752L counts more than 1,400 dues-paying members and only about 20 freeloaders despite the fact that Arkansas voters passed a constitutional amendment in 1944 prohibiting union membership as a condition of employment.

Boone credits the local's success in part to collectively bargained union orientation where newly-hired workers get acquainted with the union and the benefits of joining.

"We go through the collective bargaining agreement, the history of the union and give them stats on how much more a unionized person makes than a non-union person," Boone said. New members attending their first union meeting are welcomed and recognized.

The local uses face-to-face contacts, a newsletter, website, and other modern tools to connect with members who work in shifts around the clock building tires for Cooper.

"You can contact me via Facebook and email. Text me. If you have a legitimate problem, I'm there," Boone said. "My guys – I have seven – are in the plant all the time. We make sure everyone sees us."

The local also invites members, their families, and friends to an old-fashioned picnic and fish fry with games and donated prizes held on Labor Day to emphasize what unions have done for the country.

"People don't understand that without labor unions, you would not have a 40-hour work week, you would not have Social Security, and you would not have certain benefits," Boone added.

New hire orientation

New hire orientation is also an important tool for Local 12, which represents over 1,300 dues-paying members at the Goodyear tire plant in Gadsden, Ala. The union has near-perfect membership.

Only one eligible Goodyear worker has declined to pay in Gadsden while four others are barred from membership

for crossing a picket line during a three-month strike in 2006.

"New-hire orientation is a huge benefit," said retiring local President David Hayes, a second-generation Goodyear employee. "We talk about the union one on one, how the union benefits them with wages and benefits that non-union employees don't have, and how it helps us all if everyone is in the bargaining unit before going to the bargaining table. We've been successful over the years in negotiating good contracts. They can see the benefits."

Hayes credits the local's long history for helping to build loyalty among workers whose families date back to the first organizing campaign in 1933, about five years after Goodyear built the factory. Getting recognition was a slow and often painful process. The United Rubber Workers, a USW predecessor union, won an election in 1943 and negotiated the first contract the same year.

"We had a real tough time organizing back in the '30s, and once we were successful, our forefathers hammered into us, 'If you're going to work at this plant, you're going to be union,'" Hayes said.

Newly elected Local 12 President Mickey Ray Williams said signing up new members can be "easy once they get in the plant and see how the company treats them."

Continuous internal organizing

In Iowa, which barred compulsory union dues in 1947, Local 105 at the Arconic aluminum products plant in Bettendorf counts some 1,800 dues-paying members. That's roughly 95 percent of the total hourly work force of approximately 1,900.

"I would say it's continuous internal organizing, keeping the membership engaged," Local President Brad Greve said in discussing the local's efforts to engage members. "We've been able to maintain 95 to 99 percent membership. It's good."

Local 105 utilizes the Communication and Action Team (CAT) approach beyond contract negotiations. With CAT, respected local members are responsible for sharing updates and maintaining contacts with co-workers on their shift or in their department.

When it works as planned, a CAT will develop two-way communication

between the local and the members, allowing the local to identify problems, concerns and rumors, and identify members who may need assistance or reassurance.

The local uses communications tools including a website, podcast and newsletter. It also holds social events – like a group night out at a hockey game – to get members together and foster solidarity.



“We keep doing the things we need to do to support the membership and make members know we are the union,” Greve said. “We’ve got to stick together and work as a group. If we don’t, the company will divide us, weaken us.”

The local greets new hires on their first day and invites them to visit the union hall for orientation. Local committee members discuss the role of the union and highlight ways to be involved through Women of Steel, Civil and Human Rights, Next Generation leadership training and other projects.

“Since we started doing that, it’s been a long time since we had someone not give us a card,” Greve said.

A list of people who have yet to join or have dropped out is also posted and circulated around the plant, but Greve said the attention is not meant to be entirely negative.

“You don’t want them to be comfortable with being out of the union and not being part of it,” he said. “At the same time, you’ve got to have a way to get them back in. We call it a potential members list.”

Bargain for orientation

Local 115L at the Bridgestone/Firestone tire plant in Morrison, Tenn., has the negotiated right to conduct an orientation for new hires so they understand the “the mission, beliefs, and commitments” of both the union and company.

“We’re having quite an influx of new hires. Still, over the past five years,

we’re averaging, I would say, 99.5 percent signup,” said Van Tenpenny, the local’s financial secretary. “It’s all in your presentation, and you have to work at it.”

The agreement allows the union two hours with each new hire to pitch the union, its workplace gains and available programs. The USW’s Institute for Career Development, located on site, is

one of the positive draws.

New hires hear about the union and how it works. “We tell them the union is here as your advocate, and talk to them like we talk to each other,” Tenpenny said, adding most remain members for the long term. “It sticks. My gosh, it’s been years since we’ve had anybody quit.”

Similar techniques can work in small locals as well as large ones.

Lorri Walker, president of Local 44L at the Henniges Automotive plant in Keokuk, Iowa, makes the most of the approximately 15 minutes she gets to introduce new hires to the union.

New recruits receive a new member packet with a welcoming letter from the local and an educational booklet about what unions do. They watch a Steelworker video and review a PowerPoint presentation that outlines member services, including memorial and disaster relief funds.

“I hone in on things that the union provides,” said Walker, who is in her second term as president of the local and her 30th year with Henniges, which manufactures rubber sealing strips used by the Big Three automakers and Tesla.

Show new hires the way

“You have to take the union to the new people. They’re not going to come to the union,” Walker said. “You must keep reminding them what the union does for them. That’s very important.”

Walker posts her schedule daily on

a small white board in the union room at the plant so employees know exactly what her schedule is for the day and how to reach her. “They like a president who’s out on the floor,” she said.

It helps, Walker said, that the local’s Women of Steel program is often undertaking projects in the community, including a recent fundraising drive to buy air conditioning units for a terminally ill spouse of a union member.

All those efforts have led to a high membership rate. Of 485 hourly workers at Henniges, just 17 have refused to join “or dropped out to become scabs,” Walker said. As of mid-June, another 12 were probationary employees ineligible to join for the first 90 days on the job.

Organizing in a virtual shop

In Tampa, Fla., Local 985 President Winston Callum has managed to maintain high membership percentages and cohesiveness among call center professionals who work from their homes for Express Scripts, the mail-order pharmacy.

The local’s members switched from working in a central brick-and-mortar location to working out of their homes about three years ago. Buyouts and turnover trimmed the union work force from 368 to about 97.

In those tough circumstances, Callum said, he managed to increase the percentage of dues-paying union members from 56 percent to about 94 percent currently.

“It actually took a lot of engagement, a lot of talking to our members,” he said. “Many of our members don’t really know what we do. So we have to list our accomplishments. Anytime we win anything, we share it with the members.”

Members work different shifts at home that are spread out from 7 a.m. to 9 p.m. The union’s business is conducted largely through email and regular conference calls on Sunday evenings. Women of Steel projects and charity events in the community bring the local’s members together socially.

“It’s absolutely harder keeping everyone on the same page, especially when management can communicate with them,” Callum said. “This is where the conference calls, the updates, weekly emails and having an open door matter.”



COLLECTIVE ACTION

Can Help Build Union Solidarity

When a supervisor at an oil refinery in California banned Hawaiian shirts, sunglasses and baseball caps in a control room, Dave Campbell saw an opportunity to organize around collective action.

Campbell, longtime secretary-treasurer of Local 675 in Carson, Calif., was looking for a chance to sign up members in a new refinery section, or division, that had begun operations with 110 new people, only three of them union members.

One of those members brought a grievance to Campbell over the supervisor who apparently felt that colorful shirts, dark sunglasses and baseball caps were too unprofessional for a refinery.

All 110 workers signed a petition against the new dress code that was presented to the supervisor, who crumpled it up and threw it in a trash can. The next step was a more visible protest.

The local asked everyone on four overlapping crews to show up for work over two days wearing Hawaiian shirts, baseball caps and sunglasses. The union provided a roast pig for a Hawaiian luau lunch.

"The superintendent for that division sees everyone dressed the same and asks what the hell is going on," Campbell said.

"The guys pointed to the supervisor who was causing the problem, and that supervisor got reassigned to a job where he didn't supervise anyone anymore."

Learning about the union

Besides being fun and effective, Campbell said, these kinds of activities can give workers and new members the chance to learn about the union by doing something.

"They see what the union really is. It's not a building downtown," he said. "The union is them, and it's their concerted, collective activity on the shop floor that gives the union power."

Not every issue lends itself to internal organizing like the prohibition on Hawaiian shirts did, but Campbell suggested that local union leaders look for similar opportunities to build participation.

"Identify the issues that people are concerned about. Not your issues, but

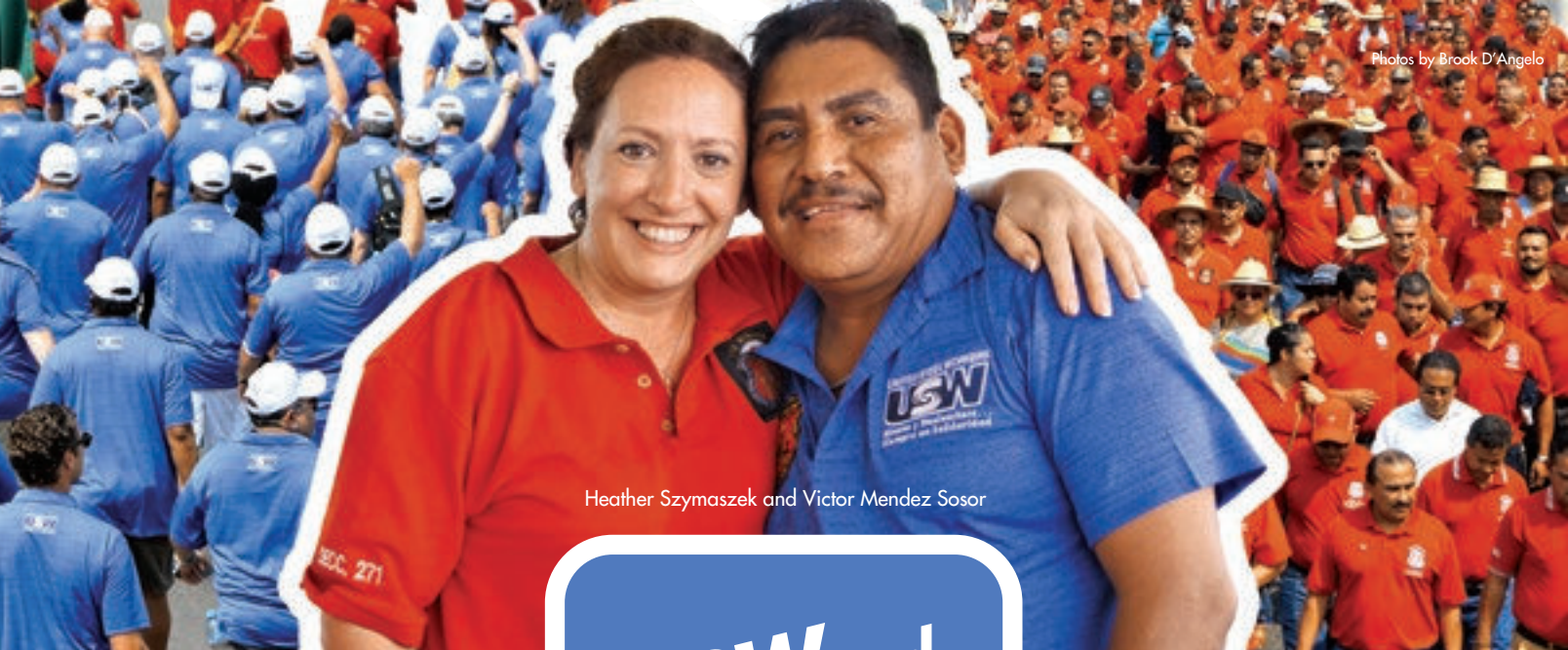
their issues, and make proposals to push the envelope, so to speak, without scaring the hell out of them," Campbell suggested. "Keep measuring whether your activities are gaining support or losing support. Organizing is organizing. It's all the same principles."

In one set of negotiations outside the oil industry, the union anticipated from prior talks that the employer was going to propose a news blackout during the bargaining while intending to give their version of the negotiations to employees at captive-audience meetings.

To fight back, the local bought thousands of little steel clickers that look like frogs and passed them out to members. Employees were told to start clicking if a supervisor approached and began talking about the negotiations.

"Pretty soon the whole plant was clicking away," Campbell said. "Management decided to hold a captive audience meeting to tell people they could no longer click on company time. But the workers all stuck their hands in their pockets and started clicking."

The company gave up on captive audience meetings.



Heather Szymaszek and Victor Mendez Sosor

**USW and
LOS MINEROS**
**MAKE MEANINGFUL
INTERNATIONAL TRADE**

Brook D'Angelo, a member of Local 9434 in Niagara Falls, N.Y., knows that sometimes a shirt is more than just a shirt.

"Shirts can be more than just a means of fashion or to cover yourself from the elements," D'Angelo wrote in an essay describing her experience visiting the USW's partner union, Los Mineros, in Mexico. "They can hold power."

That power was especially evident when 100 USW members, including D'Angelo, a public sector worker for the city of Niagara Falls, met last April in Lázaro Cárdenas, Mexico, with members of Los Mineros to commemorate 65 workers who were killed in the Pasta de Conchos mine disaster.

The USW entered into a strategic alliance with Los Mineros on April 13, 2005.

On Feb. 19, 2006, an early morning methane explosion rocked a Grupo Mexico-owned coal mine in the Mexican state of Coahuila, killing dozens of workers. There has never been a thorough investigation of the disaster, and only two bodies were recovered before the mine was sealed by the government.

Napoleón Gómez Urrutia, president of Los Mineros, denounced the killings and the unsafe working conditions that caused them, calling for strikes across the country.

Former Mexican President Vicente Fox ordered police and military forces to attack the strikers. Two members of

Los Mineros, Hector Alvarez Gómez and Mario Alberto Castillo Rodríguez, died in the encounter on April 20, 2006.

Every year, thousands of Los Mineros members joined by their USW brothers and sisters march through the streets on the anniversary of the disaster to commemorate the fallen workers and remind the world that the fight for safe and decent working conditions is not over.

Cross-border solidarity

The annual gathering is a show of cross-border unity, where members of the USW and Los Mineros share a meal and solidarity. They also share something more: their shirts.

"Though many of us don't speak Spanish, and most Mineros don't speak English, there is a mutual understanding of how it works," wrote D'Angelo.

"A union member usually seeks out someone who may be roughly the same size, they point to their shirts, and after

a handshake, they exchange the shirts off their backs, right there, on the field! There's no need to shield your eyes, as women often bring an extra shirt to share."

"I brought my shirt to the picnic in hopes of trading. I was blessed to be able to trade with a Minero — one union family to another in international solidarity," said Heather Szymaszek from Local 1010 in Chicago, Ill., who traded shirts with Victor Mendez Sosor of Los Mineros Section 271.

"For us, it is very nice to exchange the shirts because we have a great memory forever. We thank our USW brothers and sisters," said Riccardo Torres Oregon, who exchanged shirts with Del Vitale, assistant to District 4 Director John Shinn.

"It is such a great feeling to show a true connection and solidarity by exchanging shirts. It is the final touch to show how united we all are," Shinn said as he traded with MaDelia Huerta, wife of Los Minero member Jaime Rodriguez.

"There was something that truly crossed the language barrier. The feeling of true international solidarity was bright and evident," D'Angelo wrote.

"If any Steelworker was lucky enough to get a Los Mineros shirt at the picnic, it will not get buried in the closet, but will be worn often, with reverence and pride."

To read more of Brook's story, visit: <http://usw.to/2nc>

TRADE WATCH

NEW NAFTA MUST WORK FOR WORKERS, ENVIRONMENT

Negotiators from the United States, Mexico and Canada appeared to be close to a deal on a new and improved North American Free Trade Agreement as *USW@Work* went to press.

That would be good, if it happens, because the old NAFTA has been bad for workers. Almost one million U.S. jobs have been certified as lost to NAFTA, and more disappear every week.

USW members are all too familiar with the exodus of factories and jobs to Mexico, and know from bitter experience how important it is to get a new NAFTA right.

The old NAFTA encouraged American companies to shift production to Mexico, where they could pollute with impunity and pay wages that are now lower than those in China.

In addition, the old NAFTA includes the Investor State Dispute Settlement (ISDS) system that allows corporations to collect untold millions from taxpayers if a tribunal of three corporate attorneys decides that a nation's law or regulation could possibly have suppressed profits or potential future profits.

The tribunals can order taxpayers to give corporations unlimited sums of money, and so far, taxpayers have had to cough up hundreds of millions because their legislators passed laws protecting public health and the environment. The old NAFTA gives taxpayers no way to appeal these decisions.

The United Steelworkers and its partner organizations, including Public Citizen's Global Trade Watch, are demanding that a new NAFTA contain safeguards for taxpayers, workers and the environment.

The USW and its allies want the ISDS system jettisoned completely. If corporations want to sue because they don't like a regulation, they should go through the established courts, the same system taxpayers must use, a system that includes an appeals process.

The allies also want content requirements raised. The old NAFTA says a product with 52.5 percent North American content qualifies for tariff-free trade. That is not enough. Allowing 48 percent to be made in China and still receive NAFTA's special tariff treatment is wrong.

A new NAFTA must require that a significant portion of freely traded products be produced by workers who earn a living wage, not the incredibly low wages paid in too many Mexican factories. This must be enforceable.

Environmental standards must be similarly enforceable. Both standards are crucial to preventing even more U.S. and Canadian factories from closing and moving to Mexico.

CHINA TRADE GAP JUMPS SHARPLY

The overall U.S. trade deficit dropped in May to the lowest level in 19 months as U.S. exports rose to record levels, but the trade gap between the United States and China jumped sharply.

The May trade deficit, the difference between what America sells and what it buys in foreign markets, fell 6.6 percent to \$43.1 billion, the smallest imbalance since October 2016. Exports totaled a record \$215.3 billion, up 1.9 percent for the month.

The trade deficit with China, however, rose by 18.7 percent to \$33.2 billion for May. Overall, the deficit with China totaled \$152.2 billion for the first five months of the year, up 9.9 percent from last year.

The Trump administration is trying to shrink the deficit with China by imposing tariffs on Chinese exports to the United States, which has for years tried to stop practices that violate international trade rules.

China's violations include routinely providing government subsidies for exported products, forcing technology transfers, stealing intellectual property, and overproducing products like steel and dumping the excess on the world market at prices below production costs.

These violations have bankrupted American companies and killed American jobs. So far, negotiations have failed to end the violations.

NATIONAL SECURITY IS VALID BASIS FOR TARIFFS

In July, the U.S. Senate passed a non-binding resolution alerting the president that Congress thinks it should participate more significantly when tariffs are imposed.

The resolution was expected to go nowhere because House Speaker Paul Ryan, R-Wis., didn't support it. He said he didn't want to hamstring the president in trade negotiations.

The useless Senate action was demanded by Sen. Bob Corker, R-Tenn., and Sen. Jeff Flake, R-Ariz., who have deliberately misstated and mocked the national security basis for the tariffs that the president placed on imported steel and aluminum.

These tariffs were imposed under Section 232 of the Trade Expansion Act of 1962, which permits the president to charge the penalties if national security is threatened. Investigations last year by the U.S. Commerce Department determined that national security was imperiled by imports of aluminum and steel.

The Commerce Department reported that although a fairly small percentage of current U.S. aluminum and steelmaking capacity is necessary to provide the military with armaments and meet vital infrastructure needs, imports were diminishing the viability of the U.S. aluminum and steel industries.

If U.S. capacity continued to decline because of massive imports of unfairly traded metals, the U.S. industries could be weakened to the point that they would be unable to meet those national security needs.

The tariffs have resulted in the reopening of closed U.S. mills and the addition of thousands of jobs.

After learning how to become more effective activists at the 2018 Rapid Response and Legislative Conference in Washington, D.C., local union delegates spread out across Capitol Hill to personally lobby Congress on behalf of the USW and America's workers.

"We Steelworkers delivered a powerful message to our elected representatives," said Local 169 Treasurer Curt Yarger, a Steelworker from Mansfield, Ohio. "Congress needs to act now to protect workers' freedom if they hope to rebuild a strong American middle class."

Yarger was one of the more than 650 local delegates who joined the union's officers, staff, experts and guests for the conference from May 21 to 23 at the Omni Shoreham Hotel in Washington, D.C. Also in attendance were groups of former members of the Glass, Molders, Pottery, Plastics and Allied Workers International Union (GMP) and a delegation from Workers Uniting, the largest labor union in the United Kingdom.

For 23 years, the Rapid Response program has focused on building strong communication networks in USW locals and workplaces to educate and engage members about important political, legislative and other issues that impact families.

International Secretary Treasurer Stan Johnson said the program helps the union fight back against the power of corporations, lobbyists, trade associations and other organizations that seek to destroy the progress for workers that unions have achieved through generations of hard work, sacrifice and collective bargaining.

"Make no mistake. Our employers are at the political table," he said. "Decisions are being made for us at all levels of government affecting our safety and health on the job, what we take home in our paychecks, how secure our retirements will be and even how likely it is that our jobs will exist in the future."

Inspiration and motivation

Conference attendees spent two days receiving inspiration and motivation from speakers; information and education during panel discussions



International President
Leo W. Gerard

USW ACTIVISTS URGE CONGRESS

PROTECT WORKERS' FREEDOM

Photos by Steve Dietz



U.S. Sen. Sherrod Brown



USW Rapid Response Director Kim Miller



featuring experts and guests; and practical instructions to discuss the union's most important issues with anyone from elected officials to coworkers and even their families.

This year's theme, "Protect Workers' Freedom," reflected the wide range of current political and legislative issues that will have consequences for individual workers and unions for many years to come, such as modernizing labor laws, continuing to fight the unfair and often illegal practices of foreign trade partners and staying vigilant against any attempt to weaken Social Security, Medicare or other programs.

"We need to have a way to engage in how those issues play out so we don't get rolled over in the process," Johnson said. "By building Rapid Response networks in our locals, we have a way to organize and grow our power, and those networks allow us to get information out and to act when the time is right."

Mobilizing USW members and allies, the Rapid Response program has played a major role in past fights to protect overtime, curtail unfair trade, defend Social Security and Medicare, improve workplace health and safety, and stand up for workers' freedom to organize and bargain collectively.

In his address to the conference, International Vice President Fred Redmond discussed anti-union and anti-worker challenges, including attacks on voting rights, the expansion of so-called "right-to-work" legislation and the Supreme Court's ruling in the case of *Janus v. AFSCME Council 31*.

"Mark Janus is an Illinois public employee who wants all the benefits of a union contract without contributing anything in return," he said.

"What is clear is that organizations such as the National Right to Work Foundation and the State Policy Network are certainly invested," Redmond said. "These organizations are funded by corporate billionaires who want to use the courts to rig the rules against working people by defunding and defanging unions."

Economic inequality

Since the United States is already facing a crisis of economic inequal-

ity, the ruling against working people only threatens to make matters worse. Wages could stagnate, health care and retirement benefits could weaken, public schools and other vital services could lose funds, and laws that level the playing field could tilt in the favor of corporate interests.

International President Leo W. Gerard told conference participants that unions must take action in order to protect workers' freedom and create meaningful, lasting positive changes in government policies that impact families.

**"IF WE WANT TO
REFORM LABOR
LAWS OR IMPROVE
RETIREMENT
SECURITY, WE NEED
TO KEEP FIGHTING. IF
WE WANT FAIR
TRADE INSTEAD OF
JOB-KILLING FREE
TRADE, WE NEED TO
DEMAND IT"** LEO GERARD

"We must push the administration to live up to its campaign promises to invest in infrastructure and eliminate the trade deficit by holding cheaters accountable," he said. "In the renegotiation of NAFTA, the United States and Canada need to stand together to demand that rights for Mexican workers are included and enforceable."

On the conference's final day, USW members met with more than 256 individual legislators and staff members on Capitol Hill and left printed materials for all those who could not or would not meet with them.

Rapid Response Director Kim Miller said the three days of education, networking and face-to-face interaction with each other and elected officials will pay dividends long after

the annual conference.

"The more legislators think of us when issues come up, the more power we have," she said. "The discussions that take place when everyone returns home and shares what they learned with neighbors, friends, families and coworkers are what will bring about lasting changes."

Protecting freedom

Hundreds of USW members attended a rally with 13 members of Congress, including Sens. Bernie Sanders, Bob Casey, Debbie Stabenow, Doug Jones, Elizabeth Warren, Sherrod Brown, Tina Smith, and Reps. Nancy Pelosi, Bobby Scott, Brenda Lawrence, Conor Lamb, Gene Green and Marcia Fudge.

Each of the speakers talked about specific steps Congress can and should be taking to protect workers' freedom, many of them having already signed on to cosponsor the Workplace Action for a Growing Economy (WAGE) Act and the Workplace Democracy Act.

The WAGE Act would amend the National Labor Relations Act (NLRA) to provide monetary penalties so workers can organize and collectively bargain without fear, while the Workplace Democracy Act would modernize laws to strengthen worker power in organizing and prevent anti-union tactics by employers who try to prevent workers from exercising their fundamental rights.

Members of Congress who spoke at the rally included longtime USW allies in the fight against unfair foreign trade. They voiced support for efforts to improve existing free trade agreements; take advantage of trade enforcement tools, such as the Section 232 and 301 tariff remedies; and oppose Wall Street-driven legislation designed to interfere with unions' and industries' legitimate use of trade laws.

Finally, speakers discussed the need to improve retirement security by passing the Social Security Expansion Act, which would ensure that Social Security could pay all benefits owed to every eligible American for the next 61 years.

GERARD NAMES ROXANNE BROWN LEGISLATIVE DIRECTOR

During the Rapid Response and Legislative Conference, International President Leo W. Gerard announced the promotion of Roxanne Brown as the USW's new legislative director, effective June 1, 2018.

"It's been a long time coming," Gerard said. "She joined our union as a temporary hire and soon earned a permanent position by making herself absolutely indispensable."

Gerard credited Brown with playing a major role in shaping the USW's

Washington, D.C., office and integrating Rapid Response into the legislative program.

"Roxy bowled us all over with her enthusiasm, her thirst for knowledge and her professionalism,"

Gerard said. "She's only become more indispensable as she has continued to grow in her skills, knowledge and love for our union."

Brown became one of the union's first resource technicians, was later promoted to technician and has been the USW's assistant legislative director since 2007.

Previous USW Legislative Director Holly Hart will continue serving the union in Washington, D.C., as an assistant to the president.



MIDWESTERN DIVIDE

UNION
BUSTING
HURTS
WORKING
FAMILIES



Minnesota Governor Mark Dayton

Wisconsin Governor Scott Walker

Two Midwestern neighbors, Minnesota and Wisconsin, took divergent paths eight years ago in 2010 when the nation was still reeling from economic

devastation caused by the Great Recession.

Wisconsin elected Gov. Scott Walker, a Republican who pursued with the state's legislature a vicious conservative agenda that centered on busting

public sector unions and cutting taxes while shrinking government and public services. It was a turnaround for a state that in 1959 was the first in the nation to recognize public worker unions.

Minnesota elected Mark Dayton, a Democrat endorsed by the USW, who signed a dramatic increase in the state minimum wage, strengthened safety net programs and labor standards, and boosted public investments in infrastructure and education.

Under Walker, Wisconsin in 2011 passed Act 10, which barred public-sector unions from bargaining over pensions, health care coverage, safety, hours, sick leave or vacations, and required workers to pay more for health insurance and pension benefits. All they can negotiate is base pay, and that is limited. Raises in pay cannot exceed inflation.

Those bargaining restrictions led to massive labor protests and an unsuccessful attempt to recall Walker in 2012. Undeterred, Wisconsin in 2015 adopted right-to-work (for less) laws that economically cripple labor unions.

International President Leo W. Gerard criticized Walker for putting the squeeze on workers at a time when income inequality was the worst it had been since the Great Depression.

"What this legislation does is help corporations and state governments cut

WELLSTONE AWARDS

At the 2018 Rapid Response and Legislative Conference in Washington, D.C., Minnesota Gov. Mark Dayton, flanked by USW members from his home state, graciously accepted a USW Wellstone Award.

District 11 Director Emil Ramirez and International President Leo W. Gerard presented the award to Dayton for his commitment to public service and the well-being of USW members and their families.

Separately, District 9 Director Daniel Flippo, accompanied by members

of the District 9 conference delegation, presented a USW Wellstone Award to U.S. Rep. John Lewis at his office on Capitol Hill.

The USW chose to recognize Lewis, a Georgia congressman and icon for civil and workers' rights, for his lifetime of commitment and dedication to improving the lives of others.

The awards are named for the late Sen. Paul Wellstone, who was killed in a plane crash in 2002 with his wife, daughter and three campaign aides prior to the election that year.

Wellstone loved the USW and its members from Minnesota's Iron Range. He fought tirelessly to save jobs in the steel industry. Even after jobs were lost, he continued fighting for USW members' pensions and health care.



District 9 Director Daniel Flippo and U.S. Rep John Lewis (center)



Roxanne Brown, Minnesota Gov. Mark Dayton and International President Leo W. Gerard

workers' pay," Gerard said. "Its intent is regressive. Republicans want to return America to the days when robber barons controlled workers' lives completely."

Fair share fees

Right to-work-statutes forbid employers and labor organizations from negotiating collective bargaining agreements requiring all workers to pay either union dues or lower fair share fees.

Fair share fees cover costs such as bargaining contracts that benefit all workers and representing workers who haven't joined but want the union to file grievances for them. "Right-to-work laws are intended to bankrupt unions," Gerard said. "And they do."

In Minnesota, Dayton stressed fiscal stability, good schools, sound infrastructure and equal opportunities for all. He pushed for higher taxes to help get Minnesota on firm footing while urging the legislature to exercise prudence in future spending.

In endorsing Dayton for his second term, District 11 Director Emil Ramirez credited Dayton and Tina Smith, Dayton's chief of staff, with strengthening Minnesota's economy thorough job creation and economic development.

"While cutting \$2 billion from the state budget, Gov. Dayton still managed to help rebuild the state's middle class by prioritizing high-quality education, creating good-paying jobs, and build-

ing better highways and public transit," Ramirez said.

Some eight years after Walker and Dayton were first elected governors, which state has performed better for working families? David Cooper, a senior analyst with the Economic Policy Institute, a think tank, crunched the numbers and declared Minnesota to be the winner.

"The results could not be more clear," he said. "Workers and families in Minnesota have done far better economically over the past seven years than their counterparts in Wisconsin."

Stronger job growth

Minnesota, the EPI reported, has seen stronger job growth, faster wage growth, a shrinking gender wage gap, increased median household income, reductions in poverty, increased access to health insurance and stronger overall economic growth.

Among EPI's major findings, job growth in Minnesota since December 2010 has been markedly stronger than Wisconsin. Nonfarm employment grew by 11 percent in Minnesota, compared with only 7.9 percent growth in Wisconsin.

Minnesota's job growth was better than Wisconsin's in the overall private sector (12.5 percent versus 9.7 percent) and in higher-wage industries, such as construction (38.6 percent versus 26.0

percent), and education and health care (17.3 percent versus 11.0 percent).

From 2010 to 2017, Cooper said, wages grew faster in Minnesota than in Wisconsin at every point in the wage distribution. Low-wage workers experienced much stronger growth in Minnesota than Wisconsin, with inflation-adjusted wages at the 10th and 20th percentile rising by 8.6 percent and 9.7 percent, respectively, in Minnesota vs. 6.3 percent and 6.4 percent in Wisconsin.

Median household income in Minnesota grew by 7.2 percent from 2010 to 2016. In Wisconsin, it grew by 5.1 percent over the same period. Median family income grew 8.5 percent in Minnesota compared with 6.4 percent in Wisconsin.

The inflation-adjusted median wage for women rose by 5.4 percent in Minnesota from 2010 to 2017, compared to only 0.8 percent in Wisconsin. Men's median wage rose by 1.6 percent in Minnesota, while the median wage for men in Wisconsin actually fell by 0.9 percent.

From 2010 to 2017, the share of Wisconsin workers in unions fell by 5.9 percentage points – the largest decline in union membership of any state during that period. The decline was directly related to Act 10 and the right-to-work law.



The CEOs of American corporations have always taken home fatter paychecks than the workers they employ, but a new report from the AFL-CIO shows how wide the gap has grown.

CEOs of S&P 500 Index companies made an average of \$13.94 million in total compensation in 2017, up 6 percent from the year before. That's more than 361 times the average \$38,613 earned by production and non-supervisory workers, according to the AFL-CIO's 2018 Executive Paywatch report.

In other words, that S&P 500 CEO worked slightly more than one day in 2017 to get what a worker earned in a full year. When adjusted for inflation, wages paid to production and non-supervisory workers have remained stagnant for more than 50 years, the labor federation calculated.

The ratio between CEO and worker pay was 42-to-1 in 1980, 107-to-1 in 1990, and 347-to-1 in 2016 before jumping to last year's 361-to-1, the AFL-CIO said.

"This year's report provides proof of America's income inequality crisis," said AFL-CIO Secretary-Treasurer Liz Shuler. "Too many working people are struggling to get by, to afford the basics, to save for college, to retire with dignity, while CEOs are paying themselves more and more," she said.

"Our economy works best when consumers have money to spend. That means raising wages for workers and reining in out-of-control executive pay."

Searchable database

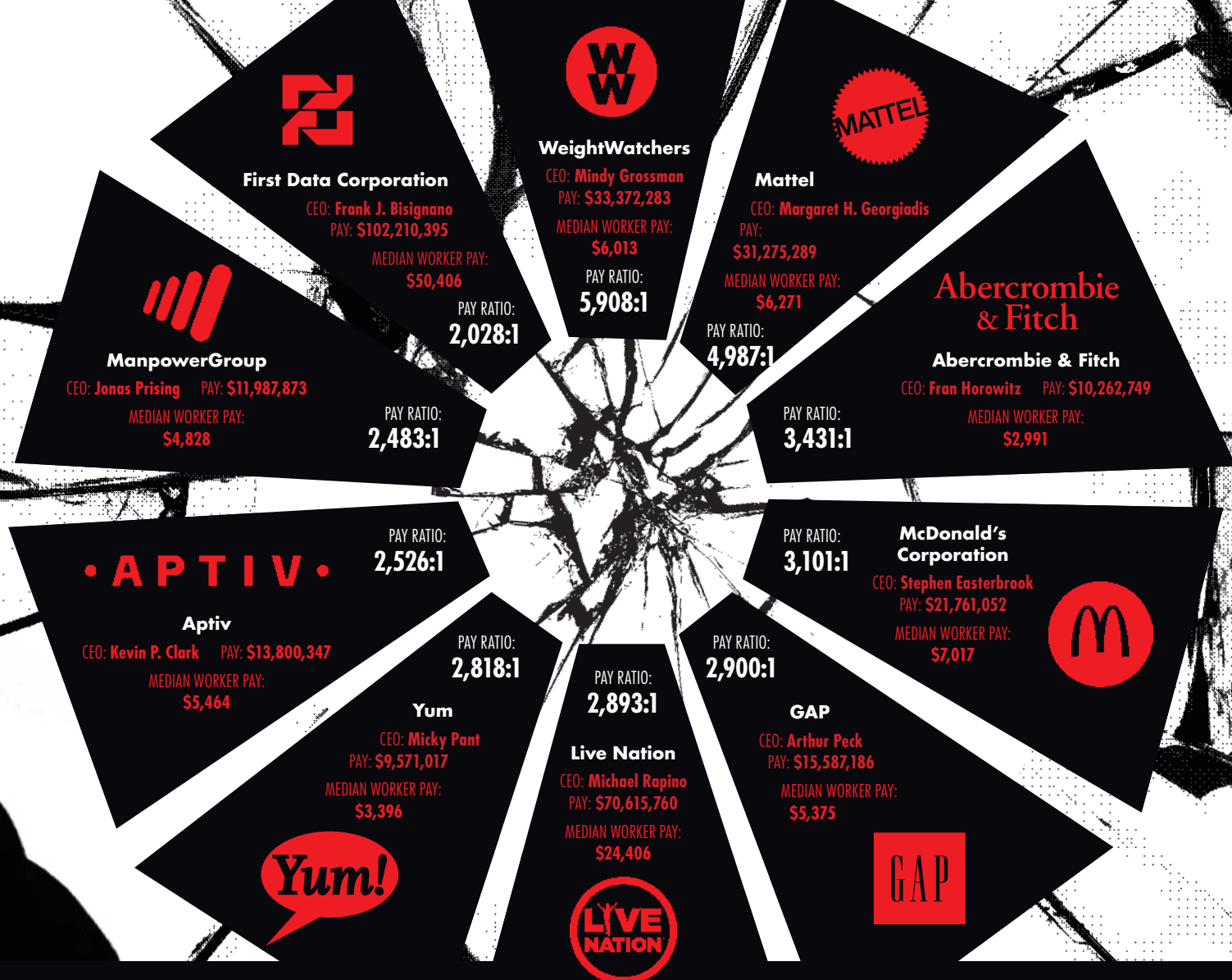
The Paywatch report, compiled by FundVotes LLC from company proxy statements that are filed with the Securi-

ties and Exchange Commission, is the most comprehensible searchable online database tracking CEO pay. To find out what your boss earned, visit www.Paywatch.org.

Total executive compensation is determined by adding salary, bonuses, the value of stock and option awards, the value of non-equity incentive plan compensation, non-qualified deferred compensation earnings and all other compensation.

The term "all other compensation" could include company cars and airplanes, country club memberships, tax reimbursements, insurance plans or payments to savings plans. Non-equity incentive plan compensation includes incentive plans that are not stock or equity.

This is the first year that businesses are required to disclose the ratio of CEO pay to median worker pay in their an-



nual proxies, due to a provision of the Dodd-Frank financial reforms passed during the Obama administration. The AFL-CIO fought for this change, which was intended to provide information about compensation strategies and allow shareholders to determine whether CEO pay is grossly top heavy when compared to that of workers.

The newly updated Executive Paywatch website now includes company-specific pay ratio data and median worker pay, in addition to the CEO pay levels.

Retail gap high

A significant number of companies with the largest pay differentials between top executives and workers are in fast food and retail, where employees tend to work part time and some work is performed by ill-paid employees overseas.

The CEO of retailer Abercrombie & Fitch, for example, earned 3,431 times the average pay of A&F employees – \$2,991. McDonalds paid its CEO 3,101 times the average \$7,017 pay of its workers.

Mondelez International, which sells snacks in some 160 countries, continues to represent one of the most egregious examples of CEO-to-worker pay inequality, the AFL-CIO said.

The company, known in the United States for Nabisco products including Oreos, Chips Ahoy and Ritz crackers, reported net revenues last year of approximately \$26 billion.

In its disclosure to the Securities and Exchange Commission, Mondelez reported former CEO Irene Rosenfeld earned \$17.3 million in 2017, 403 times its median employee's pay.

Mondelez also had a new CEO start

last year. Dirk Van de Put made more than \$42.4 million in total compensation, more than 989 times the company's median employee pay.

Mattel, the toy maker, had the highest pay ratio of any S&P 500 company. Mattel's median employee is a manufacturing worker in Malaysia who made \$6,271 last year, resulting in a CEO-to-employee pay ratio of 4,987 to 1. A large portion of CEO Margo Georgiadis' pay came from one-time stock grants.

Warren Buffett's company Berkshire Hathaway Inc. had the lowest pay ratio of all S&P 500 companies, just 2-to-1. The report lists Buffett's salary at \$100,000. He is one of richest men in the world with an estimated net worth of \$90 billion.



Brian Harvey at his son's bedside

SAFETY A CONCERN

NATIONAL GRID LOCKS OUT GAS WORKERS IN MASSACHUSETTS

Imagine discovering your little boy has stage three cancer. Then you are locked out of your job by a profitable international utility company that cancels family health insurance coverage the same week chemotherapy was to begin.

That's what happened to the family of Brian Harvey, one of about 1,200 USW natural gas workers in Massachusetts whose employer, National Grid, locked them out on June 25 and cancelled their health insurance on July 1.

Members of Locals 12003 and 12012 immediately set up picket lines, and, with help from the International union, offered lock-out assistance and launched a comprehensive campaign to alert National Grid customers of potential dangers.

National Grid imposed the lockout one day after its contracts with the

USW expired. The utility rejected an offer by both locals for workers to stay on the job while talks continued.

That offer was made to ensure critical gas work was done by trained and experienced employees, as has been done in past contract disputes. National Grid replied with the lockout.

"National Grid is jeopardizing the safety of our communities by locking out 1,200 of its most experienced employees who are critical to ensuring safe and quality gas work in Massachusetts," Local 12003 President Joe Kirylo and Local 12012 President John Buonopane said in a statement.

USW members inspect and maintain 21,000 miles of underground natural gas lines serving dozens of cities and towns in Massachusetts. That work includes promptly repairing dangerous leaks to an old system.

Safety problems

Kirylo has pressed the company for years to correct safety problems that are likely to be exacerbated by the lockout. He can repeat from memory numerous dangerous incidents and near disasters that give listeners goose bumps.

"Our people know where the gas mains are. They know how to deal with live gas and they know how to fix leaks," Kirylo said. By contrast, he said, the replacement workers do not.

"National Grid is bringing out people who have never touched a jack hammer before; people who are making like they know what they're doing in regards to digging around gas mains and trying to repair them. I don't think it's feasible."

National Grid, one of the largest investor-owned utility companies in the world, owns the electricity transmission system in England and Wales and the gas transmission system in Great Britain. It operates utilities in Massachusetts, New York and Rhode Island in the United States.

Despite its profitability, National Grid is demanding wage and benefit cuts, including drastically reduced medical coverage for current and retired employees, and an inferior retirement plan for new hires.

The proposed reductions came as National Grid, a beneficiary of recent federal tax cuts, is seeking tens of millions worth of increased fees from consumers in an upcoming rate case.

The union is working hard to enlist public support, including asking local governments to refuse to issue permits to National Grid for new underground projects during the lockout except for critical repairs.

Hitting back

In addition to traditional picket lines, the locals are sponsoring pro-USW radio spots on Boston's sports radio stations. And their message is being carried on a banner towed by a small plane.

USW members are distributing yard signs to consumers and large banners to other unions criticizing National Grid for putting profits over safety. The International Brotherhood of Electrical Workers (IBEW) and the Carpenters union ran anti-National Grid ads on huge electronic billboards

along Boston freeways.

District 4 Director John Shinn said the company's lockout and insurance cancellation "shows the lack of respect that National Grid has for our members who keep their communities safe.

"This is another case about pure corporate greed," he said.

Stories of USW members suffering for lack of insurance are heart sickening.

Harvey said his wife found a lump on their toddler son's stomach in mid-June while she was playing with him. They went to see their pediatrician, who sent them to a hospital emergency room. Two days later, surgeons removed the child's right kidney.

"They thought they got it all," Harvey recalled. "We got the phone call then. They said it was stage three cancer ... It traveled to his lymph nodes." Just a week later, the National Grid notice that the health insurance was canceled arrived in the mail.

Just a number

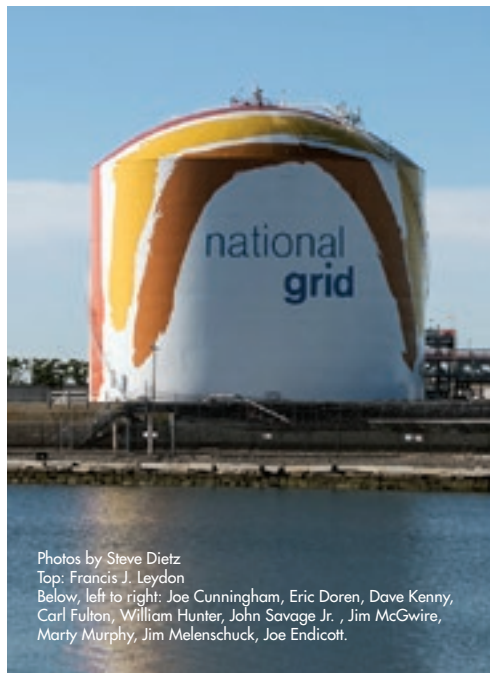
"In times like this, you're basically just a number to them," Harvey said of the company. "What I'd say to National Grid is, 'How greedy can you be? Is it worth it to you? The more money you put in your pocket, is it really worth it, hurting all these people?'"

A video by the USW New Media department of Harvey describing his health care dilemma was posted on YouTube and picked up by the NowThis Politics website. In just a few days, the video was seen by more than 1 million viewers.

The Harvey family is among many that National Grid imperiled by cancelling their health insurance. Paul Baskiewicz, 61, for example, scrambled to find health insurance that would pay for costly medications vital to his wife, who suffers from multiple myeloma cancer.

"I've been through enough suffering," said Baskiewicz, who has worked at the utility for three decades. "Then having the gas company lock me out when I'm a year away from retiring, they don't help the matter."

To sign a petition asking National Grid to end the lockout, go to <https://www.lockoutatnationalgrid.com>.



Photos by Steve Dietz
Top: Francis J. Leydon
Below, left to right: Joe Cunningham, Eric Doren, Dave Kenny,
Carl Fulton, William Hunter, John Savage Jr., Jim McGwire,
Marty Murphy, Jim Melenschuck, Joe Endicott.



USW Members Care

RETIREE WINS NATIONAL JEFFERSON AWARD



Retired steelworker Marc Scott receives a Jefferson Award.
Photo courtesy of Jefferson Awards

A retired Steelworker won national top honors from the Jefferson Awards Foundation for turning the grief he felt over the death of his teenage daughter into a charitable foundation that helps others.

The award to Marc Scott marked the third year in a row that a USW member has taken a national prize for community service work. Scott received the award on June 28 at the Jefferson Awards gala in Washington, D.C.

"Marc's strength and compassion, especially after such personal tragedy, represents the resilience of our union and the amazing people in it so well," said International President Leo W. Gerard.

"We are humbled that the USW has taken the Jefferson Awards' top award for the third straight year, but the recognition isn't why we're so active in our communities. It's because it's the right thing to do."

The Jefferson Awards Foundation is the country's longest-standing and most prestigious organization dedicated to activating and celebrating public service. Through its programs, the foundation trains and empowers individuals to serve and lead in their communities, and amplifies that work through a network of media partners, mentors and volunteers.

Celebrating community service

The USW partnered with the foundation in 2015 as a way of celebrating union members who do amazing works of community service and to show the world that Steelworkers have big hearts.

Scott was a member of Local 7319 in Washington, Pa., until his retirement from an Allegheny Technologies Inc. plate mill. After retirement, he became a member of the Steelworkers Organization of Active Retirees (SOAR) Chapter 15-20.

His only daughter, Olivia Scott, died of liver cancer in 2009 at age 17. Doctors had discovered a large tumor on her liver that February. Cancer was diagnosed and the prognosis was grim.

Scott channeled his grief into good after Olivia's passing, forming the Olivia Scott Foundation to honor her memory and pay forward the generosity and compassion his family received in some of their darkest days.

Nine years later, the foundation has donated over \$250,000, provided assistance to youth in life-altering circumstances, awarded scholarships, promoted good sportsmanship, supported community service events, provided prom and formal wear to needy students, and given back to Children's

Hospital of Pittsburgh.

At Children's, part of the University of Pittsburgh Medical Center, visitors can find Olivia's Coffee Cart, Olivia's Stockings filled with toys at holiday time, and Olivia's Books for patients and their families. The foundation also provides holiday parties for the hospital staff.

Olivia was a caring and charismatic young woman who enjoyed the Pittsburgh Penguins hockey team and her favorite band, The Clarks. She was a member of the National Honor Society and a student athlete who lettered in volleyball and earned a place on her school's track team.

"Olivia's courage, hope and grace is the reason we give," Scott said. "I'm humbled by this award and grateful for my union for helping to shine a spotlight on the Olivia Scott Foundation so that we can continue to do the work of helping others."

Because the USW is designated a Champion with the Jefferson Awards Foundation, the union was able to create a formal structure to allow USW members and retirees to be nominated for the Jefferson Awards and put a spotlight on USW Cares efforts in communities across North America.

The program includes training to help build leadership and other skills through effective community service.

The national ceremony, now in its 46th year, took place on June 28 at the Mayflower Hotel in Washington, D.C., and was sponsored by the NFL, Vodafone, ClearSight Advisors, Deloitte, The Glover Park Group and the USW.

Scott was selected as the USW's overall Jefferson Awards Foundation Champion volunteer for 2018. The union had over 150 nominations from each of its districts in the United States and Canada and from among SOAR members.

2018 DISTRICT WINNERS:

District 1

(Ohio)

Katrina Fitzgerald, Local 1123, Canton, Ohio, coordinates an annual car wash to benefit a domestic violence shelter and an annual golf tournament to benefit veterans, in addition to other activities for her community and union.

District 2

(Michigan, Wisconsin)

Women of Steel, Milwaukee, this regional council of activists from the southern Wisconsin area helps year-round in various ways from fundraising for the Special Olympics to helping veterans and the homeless. They also volunteer to teach school children about unions.

District 3

(British Columbia, Canada)

Julie Charbonneau, Local 1944, Burnaby, B.C., has for decades served as a shop steward while helping others get involved with community service. She organizes events to help the homeless, people with drug problems, and the mentally ill.

District 4

(New York, Vermont, Connecticut, Maine, New Hampshire, New Jersey and Puerto Rico)

Local 135L in Tonawanda, N.Y., raised more than \$170,000 for charity efforts, including the Make a Wish Foundation. The local union assisted USW members affected by hurricanes, in-need families, and the homeless.

District 5

(Quebec, Canada)

Daniel Mallette, Local 919, Montreal, was honored for his 25-year commitment to supporting workers, including raising \$5,000 a year for community organizations that help workers on strike. He also raises money for the United Way and volunteers to support youth, women, the homeless, and others in need.

District 6

(Ontario, Canada)

Phillip Stewart-Bourgoyne, Local 8327, Ottawa, volunteers at area food banks and a rehabilitation center, and raises money for the homeless. He leads several volunteer activities at the local and is known for promoting the union wherever he goes.

District 7

(Indiana, Illinois)

Markael Watkins, Local 1014, Gary, Ind., is tireless in his dedication to building the Community Services Committee at his local. He has led efforts to provide veterans with hot meals, to honor America's first black mayor, Richard Hatcher, and to give bicycles to under-privileged children.

District 8

(West Virginia, Virginia, Maryland, Kentucky)

Robert Stoots, Local 8495, Parrott, Va., was chosen for his decades-long service at the local volunteer fire department, political activism, and coaching youth sports. A first responder, Stoots has a reputation for helping USW members who suffer from post-traumatic stress.

District 9

(Alabama, Mississippi, Georgia, Florida, North Carolina, South Carolina, Tennessee)

Carla Leslie, Local 15120, Chattanooga, Tenn., helps the homeless, organizes coat drives, reads to children, and volunteers wherever possible. She also helped to build the local's Women of Steel program.

District 10

(Pennsylvania)

Robin Drace, Local 10-0086, Harleysville, Pa., provides care packages to deployed soldiers serving in the U.S. military. With help from her union sisters and brothers, Drace has sent more than 3,000 care packages abroad.

District 11

(Minnesota, Montana, Wyoming, North Dakota, South Dakota, Nebraska, Kansas, Missouri, Iowa)

Lana Hiltbrunner, Local 9460, Ely, Minn., was chosen for her work planning an annual fishing tournament that benefits cystic fibrosis research and education.

District 12

(California, Washington, Oregon, Nevada, New Mexico, Arizona, Colorado, Utah, Idaho)

The Civil and Human Rights Committee at Local 7600, Fontana, Calif., was honored for their tireless commitment to social justice and community service efforts, including annual toy drives, monthly food collections, and general volunteerism.

District 13

(Texas, Oklahoma, Louisiana, Arkansas)

Juan Almanza, Local 227, Pasadena, Texas, was chosen for his work in providing supplies to USW members impacted by hurricanes Harvey, Irma and Maria, including sending a shipping container full of donations to Puerto Rico. Jennifer Penner of Local 241 in Kansas, District 11, co-led this project.

Staff

Marcos Velez, District 13, is committed to helping USW members become active in their union and communities, including assisting with hurricane relief efforts and helping domestic violence survivors find employment.



RALLYING FOR WORKERS

USW DELEGATION ATTENDS
WOMEN'S GLOBAL LEADERSHIP PROGRAM

A delegation from the USW attended the annual Women's Global Leadership Program, a four-day event that organizers believe could be the largest international gathering of women in the world.

The event was held in New York City from March 15 to 18 in conjunction with the U.N. Commission on the Status of Women, a yearly meeting that brings together governments and human rights advocates from around the world to discuss key issues affecting women's empowerment.

The leadership training program that the USW members participated in included women union members, labor leaders and activists for the purpose of learning more about the global economy and to strengthen their organizing and advocacy skills.

Women of Steel (WOS) coordinators and staff members Cathy Drummond (D-11), Karen Shipley (D-8), Sheila Harris (D-9), and Catherine Houston (D-12) attended with WOS District Coordinators Tammie Botelho (D-4), Dianne Babin (D-13) and Keli Vereb (D-10). Emily Jefferson, a resource technician with the WOS and Civil and Human Rights departments, was also part of the group.

The training program this year coincided with the explosion of the now international Me Too movement against sexual harassment and assault that emerged following public revelations of misconduct by movie mogul Harvey Weinstein.

Globalization's impact

Botelho said the discussions began with globalization and its intersections with class, racial, ethnic, cultural and political issues. They also touched on the global supply chain and "how it puts women at the bottom of the chain and subject to sexual assault, physical abuse and low wages."

There were panel discussions where women speaking through interpreters told of the struggles they have in overcoming sexual harassment, workplace violence and discrimination. The speakers included union leaders who discussed strategies they use to win rights and overcome barriers.

After a full day of training on opening day, the USW delegates participated in a rally supporting women workers who were on a hunger strike against Wendy's, the restaurant chain, for refusing to participate in a Fair Food Program in Florida.

Rather than join the human rights program for agricultural workers, which would have raised the price of tomatoes by one penny a pound, Wendy's abandoned its longtime Florida tomato suppliers for Mexican growers.

"It was a rewarding experience to be able to walk with these workers and hundreds of others who rallied around them through New York City," Babin said in a letter to International President Leo W. Gerard.

Inhumane surroundings

Sheila Harris, a sub-district director,

was appalled to learn of the base conditions faced by undocumented workers in the United States.

"These workers are a prime target of greedy employers who steal their wages and subject them to dangerous workplaces and environments," she told Gerard. "It is absolutely unbelievable that in this day and time ... there are people at work who suffer in inhumane surroundings without a voice."

Gender was a key part of the program. One discussion highlighted the plight of women in underdeveloped countries, including a group of women from India who organized themselves into co-ops to sell their wares. The Self Employed Women's Association has grown to be one of the largest labor groups in India.

"I was heartened by the female panelists from all over the world," Harris added. "All too often we fail to notice how difficult life and living is for people in other nations and for those who are right here on U.S. soil."

One highlight was a multi-media event celebrating women in the labor movement. The program entitled "We Were There," featured voices, songs and projected images of women's struggles.

Jefferson performed the part of Charlotte Forten, an African-American anti-slavery activist, poet and educator, who grew up in a prominent abolitionist family in Philadelphia. She taught school during the Civil War to freedmen in South Carolina.

When a small fire turned into a large explosion at a fertilizer plant in tiny West, Texas, on April 17, 2013, the blast was so powerful it measured as a 2.1-magnitude earthquake on the Richter scale.

The explosion killed 15 people, including 12 volunteer firemen, and injured another 260. Approximately 150 buildings in the vicinity of the explosion were damaged. Half of them, including homes and two schools, had to be demolished.

That Texas disaster and separate refinery accidents at USW-represented refineries are the types of scenarios that led the Environmental Protection Agency (EPA) in January 2017 to finalize tighter regulations regarding risk-management plans and how companies store and develop dangerous flammable chemicals.

The new stricter rules were initially set to take effect in June 2017, but were delayed until 2019 by former EPA Administrator Scott Pruitt when he took office and began to implement an agenda of deregulation.

The USW joined community groups and 12 states in bringing a lawsuit to get the delay overturned, and urged the EPA to implement the rule as soon as possible because its provisions could save lives.

USW members at risk

The issue is of critical importance to the USW because tens of thousands of USW members work in dangerous facilities in steel, aluminum, paper, rubber and other industries that use or house large quantities of hazardous chemicals.

On May 17, with the lawsuit still pending, Pruitt put in motion a proposal to rescind major portions of the safety measure, saying the rollback would save industry \$88 million a year. The USW immediately objected.

“Today, EPA Administrator Scott Pruitt did the bidding of powerful industry lobbyists by rescinding important requirements to prevent and respond to catastrophic chemical incidents at

industrial facilities,” said International Vice President Carol Landry, who oversees the union’s chemical sector.

“The EPA’s Risk Management Program is an important tool that the Obama administration rightly decided to modernize after numerous events, including the explosion in West, Texas,

and earlier incidents at USW-represented facilities in Anacortes, Wash., and Richmond, Va.,” she added.

In 2010, seven refinery workers, including six USW members, were severely and fatally burned at the former Tesoro refinery in Anacortes, Wash., when a heat exchanger violently ruptured, expelling a large volume of very hot hydrogen and naphtha that spontaneously ignited into a giant fireball.

Chevron fire

On Aug. 6, 2012, a huge fire at Chevron’s refinery in Richmond, Calif., began with a leaking pipe and spread a cloud of toxic smoke over the community, prompting 15,000 residents to seek medical treatment. Amazingly, none of the USW-represented workers at the refinery were injured or killed.

Management was later criticized by the U.S. Chemical Safety and Hazard Investigation Board for attempting to stop the leak while oil heated to more than 600 degrees was flowing through the damaged pipe. When the pipe broke, a cloud of toxic fumes ignited into a fireball.

The EPA Risk Management Program, modernized by the Obama administration, contained important worker safety provisions to prevent accidents and save lives, the USW maintains.

The updated rules included root cause accident investigations, safety technology assessments and third-party audits. The rules also required increased coordination and sharing of information with first responders, who are inevitably called in to assist during and after a chemical release or explosion. Pruitt’s proposal rolls back all of these requirements.

“We are strongly opposed to this deregulation that puts workers lives at risk,” said Kim Nibarger, who chairs the union’s oil industry bargaining program. “Our union intends to fully participate in the rule-making process and advocate against these unjustified rollbacks.”





NEXT GENERATION OF WORKERS PREPARES TO TAKE THE HELM

Rick Pietrick, Local 979

The faces of steel are getting younger. In recent years, the median age of a Steelworker at America's mills has been estimated to be in the 50- to 55-year-old range. The dramatic slowdown in the American steel industry prevented some new hiring and caused layoffs, leaving the mills to depend mostly on workers with experience of 30 years or more.

But as the steel industry rebounds, many tenured workers are retiring, and the inevitable changing of the guard is taking place. Younger workers – some with college degrees – are discovering that a modern steel mill provides jobs in advanced manufacturing that also come with good pay and benefits.

Rick Pietrick of Cleveland is one of them.

Pietrick started working production jobs at Cleveland's ArcelorMittal steel mill at age 28. Now 32, Pietrick is on an upwardly mobile path and has embraced the mill and the United Steelworkers

(USW) in a way he never thought possible.

"Once I got in there, I realized I really loved working in the steel mill," he said.

After three years as a laborer, Pietrick was accepted into an apprenticeship program and one year later became a certified electrician working in the steel production area of the plant.

"Before I worked with the union in the steel mill, I worked 60 hours plus and worked in my home to make enough money to have the best things for my family," Pietrick said. "Now with this union job in the steel mill, I am able to work a reasonable shift, learn a craft, and I have excellent health care."

Pietrick, a married father of two young children, said he rests more easily since he began working at Arcelor-Mittal. He feels a sense of job security and does not have to worry about the next household bill.

"I have a flexible schedule where I am able to coach my kid's soccer and football teams and go on vacations, so it

really does mean a lot," he said. "Also, to be the next generation of workers at our mill is important to me. This mill had been shut down when LTV went bankrupt, but a small group of Steelworkers kept the blast furnaces going."

International Steel Group, led by now-Commerce Secretary Wilbur Ross, ended up buying the Cleveland facility and putting Steelworkers there back to work. After a series of mergers in the mid-2000s, the plant came under the control of ArcelorMittal.

"The Cleveland mill is the most productive mill in the world when it comes to tons per man hour. I'm proud and the guys that work there are proud we are part of that," Pietrick said.

Pietrick is no stranger to the steelworker lifestyle. His uncle has worked at the mill for nearly 35 years and his wife's father is a retired steelworker. He is eager to carry on the family tradition.

"Where we are in Cleveland, the mill was not a prestigious job in the 1960s



and 70s,” he said. “You could hire in at one mill, get fired and hired the same day across the river. That’s how it was.

“Now these jobs are sought after. We just had 24 new hires, and I got to meet them at the union hall. I was surprised at how young they were, and that half of them already had college degrees, which is great because education is important.”

Pietrick is also deeply involved in the USW, serving as a trustee for Local 979, which represents nearly 1,800 members in the Cleveland area. A majority of local union leaders in recent years have been older, longtime workers, but at the USW’s 2018 Rapid Response conference, many younger faces were among the attendees.

And the USW is preparing for the future. The union’s Next Generation program, for example, connects younger workers, often with less than 10 years of experience, with workers who have been on the job for 30 years or more.

“You get this older generation mentoring the younger generation,” Pietrick said. “You get to know each other and you become friends, and there is a lot to learn, so one of the greatest things is you have 30 years of knowledge every day. They’ve been working your job so you pick their brains on stuff.

“They’ve made mistakes. They’ve had great decisions to make, and they provide a road map of how you might want to set up your future. We keep each other safe.”

ArcelorMittal Cleveland is a fully integrated steel mill that produces among its many products steel for automobiles, home appliances, chassis for air conditioners and coils that are stamped into a variety of products including tools and auto parts.

Pietrick gets great satisfaction when he sees a product on the open market that is made of the highest-quality American steel. He understands the importance of keeping full-capacity

steelmaking in America.

“There are many reasons. One, you are putting American families to work and this gives me an opportunity to have my wife stay at home and raise our kids,” he said. “Family values are important.

“But you also need to make steel in America for infrastructure and national security. If we don’t manufacture the bones of what makes America, you are totally relying on other countries. In Cleveland, us and the other steel mills are proud that we make steel that is used and want our politicians to put in place policies that encourage people to buy American steel.

“This country is built with workers and families, and that’s who I am. You need to protect your American workers.”

By Jeffrey Bonior. Reprinted with permission from the Alliance for American Manufacturing. Plant photo by Roy Luck



Edward Sadlowski

Activist Edward Sadlowski Dies

Edward E. Sadlowski, a union activist from Chicago and former district director who became nationally known for an unsuccessful, insurgent campaign in 1977 to become president of the United Steelworkers, died on June 10. He was 79.

Sادلowski was born on Sept. 10, 1938. His father, also named Edward, was a member of the Steel Workers Organizing Committee (SWOC), who fought to unionize Inland Steel Co. in Chicago.

He began his career in 1956 as a machinist's apprentice at U.S. Steel's South Works and joined Local 65. He was elected president of the local in 1964 and in 1973 won a rerun election for director of the former District 31.

In 1977, Sadlowski, then 38, ran for international president as a reform candidate. He lost to Lloyd McBride, who ran with Canadian Lynn Williams on his ticket. Sadlowski continued to represent Steelworkers as a sub-district director until his retirement. He was inducted into the Illinois Labor History Society's Union Hall of Honor in 2012.

Local Raises Funds for Injured Coworkers

Local 8-495 at the Radford Army Ammunition Plant in southern Virginia raised nearly \$15,000 at a community fundraiser for the families of victims burned in a June 11 workplace fire.

The fundraiser, organized by USW member Bryan Skidmore and his wife, Amanda, included a silent auction, a motorcycle run and a hot dog sale. It was held July 8 at the local union hall in Radford, Va.

The fire killed Andrew Goad, 42, a former union member who was a supervisor. Local 8-495 members Dakota Grimmert and Travis Mitchell were both burned. Grimmert remained hospitalized at the time of the fundraiser.

Local President Robbie Stoots said all proceeds were given to the families of the victims. The materials used in the fundraiser, including the auction items, were donated by the community. A golf tournament is also planned.

The local represents about 800 employees of the munitions plant, which is owned by the government and operated by BAE Systems, a defense contractor. Production was suspended to allow for an investigation.

Flint Glass Workers Mark 140 Years of Solidarity

One hundred and forty years ago, on July 1, 1878, a determined group of skilled glass workers met in Pittsburgh to form the American Flint Glass Workers Union (AFGWU).

The "Flints," as they became known, were one of the six original organizations that formed the Knights of Labor, which later became the American Federation of Labor.

The Flints led the fight to establish child labor laws in the United States. In addition, they can make a legitimate argument that they invented collective bargaining as we know it today.

In 1903, the AFGWU bargained the Star Island Agreement, which contained provisions that laid the groundwork for today's grievance and arbitration process. In 2003, the Flints met once again in Pittsburgh and approved a merger with the United Steelworkers, forming the USW's Glass Industry Conference.

ERT Coordinator to Host Radio Program

Allan McDougall, program coordinator for the USW's Emergency Response Team (ERT), will soon host a weekly radio program featuring true stories from USW members who have experienced addiction, mental health issues and post-traumatic stress disorder.

Empowering Productions of Sparkill, N.Y., will produce the weekly program on the Steppin' Out radio network and website, www.steppinouradio.com. The program will be available starting on Labor Day, Sept. 3.

In addition to coordinating the ERT program, McDougall facilitates educational programs for the union. He is also the author of "Breaking Through, Discovering the Riches Within," a memoir dealing with his alcoholism and recovery.

If you are a USW member who needs help with addiction or assistance helping someone else with addiction, visit usw.to/AddictionSupport and a member of the union will connect you with the necessary resources.



Ralph Walden, left
Charles Gordon, right

Museum Highlights USW Members

Two former officers of Local 787 at the Bridgestone Firestone plant in Normal, Ill., are among some 80 workers featured in a new permanent exhibit opening Sept. 8 at the McLean County Museum of History in nearby Bloomington.

The late Ralph Walden and Charles Gordon, who served as local USW officers, are featured in the exhibit, "Challenges, Choices & Changes: Working for a Living," along with a video showing the construction of off-road tires at the plant. The museum is open Monday through Saturdays.

Union Plus Scholarships Awarded

Five children of USW members were awarded scholarships this year from the Union Plus Scholarship Program. Overall, the program awarded \$150,000 in scholarships to 115 students in union families.

The biggest award to a USW family member, \$1,000, went to Mark Levis of Cypress, Texas, whose father, Kyle, is a member of Local 13-1. Mackenzie Steger of Kennedy, Ala., whose father, Tyrone, is a member of Local 351, was awarded \$750.

Scholarships for \$500 went to Jackson Horigan of Pittsburgh, whose mother, Katherine, is a member of Local 3657; Hunter McCorkle of Oak Hill, Ohio, whose father, Wesley, is a member of Local 2324-05; and Sarah Meade of North Canton, Ohio, whose father, Raymond, belongs to Local 3059.

Applications for fall 2019 classes are being accepted now. For information on eligibility requirements and how to apply, visit www.UnionPlus.org/Education.



Sean Hayden, left / Al Long, right

ICD Names New Director

The USW's Institute for Career Development (ICD) named a new executive director to replace Al Long, who retired on May 31 after five years at the helm of the joint labor-management training program.

Sean Hayden was chosen to replace Long by the ICD Governing Board, which is led by International Vice President Tom Conway and District 1 Director David McCall.

Members whose employers contribute to ICD are eligible to participate in a wide-range of self-directed learning opportunities. The ICD has 65 locations in the steel, tire and rubber, glass, container and utility sectors, and works with 16 participating companies.

USW Activism Leads University to Rename Building

Members of the University of Pittsburgh Graduate Student Organizing Committee, which filed in December for an election to join the USW, celebrated a victory of another sort this summer when the University of Pittsburgh board of trustees voted unanimously to rename the school's Parran Hall.

This spring, graduate student organizers collected more than 1,300 petition signatures demonstrating broad community support for the name change. University officials cited the petition campaign as the impetus behind their decision.

"This shows how much can be achieved when graduate students come together and organize all across the campus," said Rahul Amruthapuri, a doctoral student in behavioral and community health sciences.

Parran Hall, which partially houses Pitt's Graduate School of Public Health, had been named for former U.S. Surgeon General Thomas Parran, who presided over the infamous Tuskegee experiments, in which treatment for syphilis was withheld from African-American men in Alabama long after penicillin was proven effective.

USW Backs Revival of Poor People's Campaign

USW members from around the country participated in a massive rally on the Washington, D.C., mall in June to mark the revival of the Poor People's Campaign launched 50 years ago by Dr. Martin Luther King.

That event followed six weeks of similar rallies and protests across the country to kick off the campaign, led by Rev. Dr. William Barber II and Rev. Liz Theoharis and supported by the USW and other labor organizations.

In 1967, Dr. King and the Southern Christian Leadership Conference launched the Poor People's Campaign in response to the significant employment and housing inequities faced by the poor and working poor in the United States. Now, 50 years later, Americans living at or below the poverty line still face the same challenges, with an estimated 45 million Americans living in poverty.

"The rate of poverty in the United States has been exacerbated by the loss of more than six million family-sustaining jobs in manufacturing," International President Leo W. Gerard said.

"These losses have been acutely felt by our members as well as by millions of workers and hundreds of communities across this country."

Father, Son Lead Local Union

Charlie Crowley, retired president of Local 8339 at Gerdau Macsteel in Michigan, a manufacturer of bar products, was proud to see his son Shawn sworn in as president of the same local this year.

Charlie, an employee since 1976, was elected president of the local in 2006 after serving as secretary treasurer. He was in office in 2009 when the plant was temporarily shut down and helped to renegotiate its reopening a year later.

His son Shawn was hired in 2008 and soon became a union steward and USW activist. He was elected vice president in 2015 and president this year. He took the oath of office in May.

The elder Crowley thanked International President Leo W. Gerard and District 2 Director Mike Bolton for the training and mentoring provided by the union's Next Generation program.

Judge Orders New Election

An administrative law judge ordered the Pittsburgh-based Region 6 of the National Labor Relations Board to hold a new union vote for workers at the VT Hackney truck and trailer plant in Montgomery, Pa., after finding that the company committed unfair labor practices by interfering in a USW election in June 2017.

In his decision, Robert A. Ringler said the company unlawfully removed union literature from work stations, interrogated workers about union activities, and solicited workers to present grievances in order to discourage them from joining the USW.

Hackney employs about 200 hourly workers who are eligible to become members of the USW.

Ringler ordered the company to cease its unfair labor practices and to share copies of his findings with workers, both electronically and in postings around the factory.

"The employees at Hackney deserve what all working people deserve: a voice on the job, fair and equal treatment from their employer, and fair wages and benefits," said District 10 Director Bobby "Mac" McAuliffe. "We're pleased that this ruling will allow them the chance to decide their fate for themselves without any undue and illegal influence from their employer."

Have You Moved?

Notify your local union financial secretary, or clip out this form with your old address label and send your new address to:

USW Membership Department,
60 Blvd. of the Allies, Pittsburgh, PA 15222

Name _____

New Address _____

City _____

State _____ Zip _____



STEEL
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**BASIC STEEL BARGAINING
GETS UNDER WAY
SEE PAGE 10**