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A Publication of the United Steelworkers

A Powerful Voice for Workers

THE FUTURE OF STEEL ⁴

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“Every time we’ve been challenged, our members have answered the call. I know our solidarity and our determination will prevail, because we’ve proven it time and time again.” **INTERNATIONAL PRESIDENT DAVID McCALL, TO USW RAPID RESPONSE DELEGATES, MAY 20, 2024**

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Tribute to a True Woman Of Steel

Cindy Marlow, 69, a 35-year USW member and Women of Steel coordinator in western New York, passed away April 23 after a long battle with cancer.

A USW member since 1989, Cindy was union president at Hale Expo Services in Buffalo. Over the years, she spearheaded Women of Steel to help local organizations donate thousands of winter hats, gloves and scarves to benefit the needy. They also collected diapers for young mothers and countless monetary donations to benefit nonprofits.

As a result of this great work, in January 2023, the United Way of Buffalo and Erie County presented the local WOS chapter with its Labor Champions Award.

If you knew my friend Cindy, then you know she was the closest thing to an angel here on earth. I had the pleasure of knowing Cindy for eight years. I witnessed her fierce dedication to the cause, and it changed my life. She also was a wonderful mother, sister and aunt.

If you did not know Cindy, I would like you to know a few things about my union sister. She touched the lives of many people she knew and countless others that she did not. She was compassionate and kind, and she always showed up, whether it was to support a candidate, to help raise donations, to walk a picket line, or to make sure Christmas donations got to where they were going.

Cindy was strong, smart and committed. She made us all better people



Cindy Marlow

and showed us that one person really can make a difference. The union was her passion.

As sick as she was, she would not let anything stop her. When asked why she keeps going, her response was “because there’s a need and God gives me a few good days and I can help.”

She talked about how she struggled as a single mom. “I worked three different jobs, and I understand what people are going through,” she said.

In December 2023, we were able

to help Cindy by holding a fundraiser to help with her medical bills. As the event approached, she said “I am overwhelmed by all the love. ... All I’ve wanted to do was help people.”

So many people loved and respected Cindy and the work she did. In an interview with WNYLaborToday.com, District 4 Director David Wasiura said this about Cindy: “I think the world of her. I love this woman. It’s always about what she can do to help. I don’t know if she could ever do enough. ... She’s in the fight of her life and she still (shows up) in our office twice a week.”

District 4 Sub-Director Jim Briggs said: “If someone was in need, Cindy would find a way to get there to help. ... If you look up Women of Steel in the dictionary, you will find that she defines it. She’s not only a leader, but she’s also a warrior.”

I could go on and on about my friend and all her accomplishments, but I would need to write a book. Cindy is missed every day, and we all are better people for knowing

her. No one will ever fill her shoes.

Melissa Mazzarella

Women of Steel

Local 4-0277, Buffalo, N.Y.

History Offers Lessons in Organizing Successes

There have been many moments of labor upsurge in America, including the influx of members into the Knights of Labor in 1886, the dramatic growth of unions during and in the immediate aftermath of World War I, and the great public sector unionism surge of the 1960s and 70s, but none matches the scale of the 1930s, when millions of workers were unionized under the great labor federation, the Congress of Industrial Organizations, or CIO.

If we’re looking at what it took to get millions of private-sector workers into the labor movement, there’s really one time to look to, and that is the ascendant period of the CIO.

In “Organize the Unorganized: The Rise of the CIO,” a podcast from the Center for Work and Democracy at Arizona State University, host and producer Benjamin Y. Fong tells the story of the CIO with the help of prominent labor historians and scholars. As one of the three largest unions of the CIO at its peak during World War II (along with the United Auto Workers and the United Electrical Workers unions), the United Steelworkers story plays a prominent role in the podcast, and the fifth episode is entirely devoted to the legacy of the Little Steel strike in 1937.

The podcast is available at soundcloud.com/organizetheunorganized or by searching “Organize the Unorganized” on your podcast app. If anyone is interested in labor history or wants some lessons about organizing today they should give it a listen.

Matt Nelson

Local 1033, Retired

SOAR Chapter 31-9, Chicago

STAY CONNECTED

We welcome correspondence from USW members, retirees and their families. Letters should be short and to the point. We reserve the right to edit for length. You can reach us via email at editor@usw.org or by mail at 60 Blvd. of the Allies, Pittsburgh, PA 15222.



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THE FUTURE OF STEEL

Whether it's Rail, Pipe or Rebar, USW Members at Colorado Steel Mill Support Nation's Infrastructure



Richard Fanning

Chuck Perko is a fourth-generation steelworker who still wears his grandfather's USW dues-payer's pin. As the president of Local 3267, Perko works at a mill in Pueblo, Colo., that has existed for more than 150 years.

The mill has employed thousands over those decades, providing an economic boom for the entire region.

While Perko and his 1,000 USW colleagues in two local unions at EVRAZ Pueblo are rightly proud of that history, the future of their workplace is just as compelling as its past.

Construction for a state-of-the-art \$900 million long rail mill is ongoing, and the facility is scheduled to begin operations early next year. The mill will have the capacity to produce

quarter-mile-long sections of rail that can be used in high-speed train projects.

"We will be one of two mills in the country that can produce it," Perko said. "We definitely stand to benefit from the rail business."

Infrastructure Investments

That business got a significant boost from the Biden administration's Infrastructure Investment and Jobs Act, which included \$66 billion in new funding for passenger and freight rail over 10 years.

That, coupled with hundreds of billions more earmarked for roads, bridges, waterlines, and other projects, means USW members in Pueblo can look forward to a future of good-paying, community-supporting jobs, the kind that the mill has provided for generations.

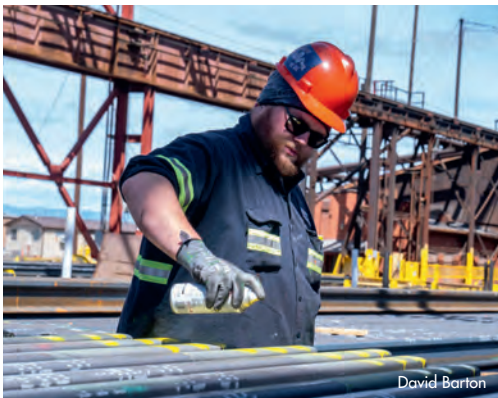
"What this mill does for Pueblo is just amazing," said Ashton King, who works at the factory with both of his parents. "It's great being a part of that history, and still being able to make these rails today."

Steelworkers' Legacy

While the new rail mill represents the future for members of Local 3267 (clerical and technical) and Local 2102 (production and maintenance), other parts of the mill – where members recycle and manufacture reinforcing bar, known as rebar, steel rod, and seamless pipe – also stand to benefit from the infrastructure law.

"It feels good to be a part of something that I know is going to make a difference," said Theo Garcia, a Local 2102 member and utility man whose family has worked at the mill for three generations.

Like Garcia, Rodney Himelrick has worked at the mill for about seven years. And, like his union siblings, he takes tremendous pride in the products they produce at EVRAZ Pueblo.



David Barton



“We’re making a good, strong product that is going to... help America for a long time.”

Rodney Himelrick



Anthony Martinez

★ WE ★
SUPPLY
AMERICA

#USWMADE #USWVOICES



Nicholai Peyton

“We’re making a good, strong product that is going to last a long time,” Himelrick said. “It’s going to help America for a long time.”

Focus on Sustainability

In addition to supplying essential components for the nation’s growing infrastructure needs, EVRAZ Pueblo is one of the world’s most sustainable steel mills. The mill boasts the largest on-site solar field for a U.S. mill, with 750,000 panels providing 95 percent of the plant’s electricity needs.

As one of the largest vertically integrated steelmakers in North America, EVRAZ also operates 17 recycling facilities throughout the continent, supplying scrap metal for their electric arc furnaces.

The new rail mill will bring with it the promise of hundreds of jobs and a prosperous future for the company, its workers and the community.

Core USW Values

That was exactly the idea when, in 2021, USW members mounted a campaign for, and President Joe Biden



Brandon Martinez (left), Jose Parra



Brieanna Lucero



Shawn Headrick

delivered, a massive \$1.2 trillion infrastructure package. The plan was to provide much-needed upgrades to the nation's roads, bridges, airports, shipping and rail systems, communications, water and utility networks, and other vital programs, while putting more Americans to work in good-paying union jobs that support families and build strong communities.

Moody's Analytics predicts that, by 2025, the new law will create nearly 900,000 jobs, many of them in industries where USW members work. The law also includes strong Buy American provisions to ensure U.S. workers reap the benefits of their tax dollars, an important step as China continues to undercut the North American steel market with cheap, subsidized and often illegally traded products.

The infrastructure program – promised but never delivered by his predecessor – was one of several key legislative wins Biden achieved that match up perfectly with the USW's core values. Those values are reflected in members like Jeff Varner, who has worked at EVRAZ Pueblo off and on since 2013.

Varner, now in his second stint at the mill, looks forward to a secure retirement thanks to his service at the plant and his membership in the USW.

"I knew that this was an opportunity to support my family," said Varner, who spends his shifts operating and monitoring activity in the furnace. "How many people in the world get to do what I do every day?"

The opportunity to work at a historic and cutting-edge steel mill, while earning strong USW-negotiated wages and benefits, makes jobs at the Pueblo site among the best in Colorado, said Local 2102 President Eric Ludwig.

Mary VanGorder, who has worked at the mill for nearly three years, said that between pay and benefits, she received a "life-changing" \$32,000-a-year raise from her previous job when she arrived at the mill.

"There aren't many places in Pueblo that can offer what this place has to offer," said seven-year member Daniel Duran.

Besides the solid financial benefits, their USW membership gives workers in Pueblo a voice in efforts to improve health and safety at the plant, a priority

that they share with mill management.

USW member Rich Darris, who serves on the union-management safety and health committee, described the group's efforts as a "symbiotic relationship."

"We work hand-in-hand with the company," he said. "With the union behind you, there is more of a safety net."

Continuing that collaboration as the future of steel unfolds in the Rocky Mountains, and at similar facilities across the union, means a solid foundation for U.S. manufacturing for years to come, said District 12 Director Gaylan Prescott, whose region includes thousands of members in Colorado and 10 other Western states.

"Thanks to the infrastructure law and other federal efforts, we are growing our manufacturing capacity, strengthening our supply chains," Prescott said, "and USW members are leading the way."

That resurgence is as evident in Pueblo – known as the "steel city" of the West – as it is anywhere in the country.

"It is ingrained in this town," Darris said. "It's a matter of pride."

INFRASTRUCTURE LAW BENEFITS USW

The plan to upgrade roads, bridges, railways, water pipes, electrical systems, broadband networks and other crucial needs will require a wide array of products that USW members make every day. Members who stand to benefit from the \$1.2 trillion in investments include:

STEEL MILLS

Local 6787, Indiana
Local 979, Ohio
Local 1688, Pennsylvania
[and others]

FIBER OPTIC CABLE

Local 1025, North Carolina
[and others]

UTILITY POLES AND PIPES

Local 7014, Ohio
[and others]

IRON ORE

Local 4950 and Local 4974,
Michigan
Local 6860 and Local 2705,
Minnesota
[and others]

BRIDGES

Local 2138, Wisconsin
[and others]

CEMENT

Local 8-00031, Maryland
Local 11-00205, Missouri
Local 338, Washington
[and others]

RAILWAY COMPONENTS

Local 1063, Illinois
[who make coupler systems]



U.S. Transportation Secretary Pete Buttigieg, along with Pennsylvania Gov. Josh Shapiro, joined members of Local 1688 at the Cleveland Cliffs steel mill in Steelton, Pa., to highlight the increased demand for USW-made rail as a result of President Joe Biden's infrastructure program.



Nathan Garcia

Eric Ludwig



These are just a few examples of the positive effects of the Biden administration's infrastructure plan. Because each manufacturing job sustains two to three other jobs in the surrounding community, the true economic impact of the law will reach millions of working families.



LEGISLATIVE VICTORIES LIFT UP USW MEMBERS, WORKPLACES

The mold makers in Local 65T, along with members of Locals 59M and 700T, produce top-quality glassware at the Libbey Glass plant in Toledo, Ohio.

Over the years, they've kept the aging equipment at their workplace operating through sheer grit, set efficiency standards, and worked hard to help the company through Chapter 11 bankruptcy, ensuring their factory remained a centerpiece of the local economy.

Now, thanks to the Biden administration's historic union-backed initiatives, the Infrastructure Investment and Jobs Act (IIJA) and the Inflation Reduction Act (IRA), their workplace is receiving up to \$45.1 million toward a critical transformation of the plant, work that will safeguard jobs for the long term and forge a new frontier in American manufacturing.

"This is something that's going to blaze a whole new trail," said Tom Bixler, Local 65T president and a mold maker at Libbey for 41 years, who considers the federal grant, to be matched by the company, as Biden's investment in workers who have helped to preserve the plant and keep the community strong.

With the federal money, the plant will be able to install a pair of larger hybrid electric furnaces intended to boost efficiency, reduce pollution and expand employment.

That commitment is just a small part of President Joe Biden's comprehensive plan to grow the manufacturing economy, boost clean energy, strengthen supply chains and create good union jobs.

The administration recently announced \$6 billion for 33 modernization projects in industries including glass, paper, iron ore, steel, chemicals, refining and cement. The projects are expected

to support tens of thousands of jobs, many at USW workplaces like glass-makers Libbey and Gallo, and others, including BASF, Century Aluminum, Cleveland-Cliffs, Constellium, Dia-geo, Dow, International Paper, Kohler, National Cement and U.S. Pipe.

"These investments will allow companies to make much-needed upgrades and become energy efficient, while helping our manufacturing base fight back against unfair trade," said International President David McCall.

The IIJA and the IRA, along with the \$280 billion CHIPS and Science Act to bolster supply chains, are the centerpieces of Biden's manufacturing policy, focused on creating good jobs

with companies that respect workers.

The administration awarded U.S. Pipe in Bessemer, Ala., up to \$75.5 million to install electric induction melting furnaces to reduce pollution, cut costs and add jobs.

Those upgrades are coming just as the infrastructure law is boosting demand for water and sewer pipes like the ones USW members produce.

Ron Woods, president of Local 2140 at U.S. Pipe, said the investments will lead the company to hire more workers and give union members the chance to learn new skills and take on additional responsibilities.

"Normally, if you get a job at U.S. Pipe, you retire from it," said Woods, noting union contracts provide family-sustaining wages and other essentials that enable workers to live middle-class lives.

"Naturally, they will get paid more. When you make more, you spend more. We have some new people here, and this will help them buy houses and cars," Woods said, adding that good jobs not only benefit local businesses but add to the tax base for good schools and other public services.

"The Biden administration is making forward-thinking, transformative investments in our manufacturing future," McCall said. "They are doing so in a way that puts workers, families and communities first."



USW STANDS STRONG ON U.S. STEEL SALE



As U.S. Steel shareholders voted this spring to approve the merger of the company with a subsidiary of Japan's Nippon Steel, the USW continued to stand strong against the move, with the support of President Joe Biden and lawmakers in Washington.

"We are not surprised by stockholders electing to cash in and sell out this iconic American company's employees and retirees, along with the communities where we live and work," International President David McCall said following the vote. "Thankfully, this vote isn't the end of the story."

The decision on the future of U.S. Steel ultimately is not one for shareholders and executives to make on their own. Members of Congress from both parties, government agencies, regulators and the White House all have promised a thorough review before the transaction is final.

During a visit to the USW in April, Biden called U.S. Steel "an iconic American company for more than a century."

"It should remain totally American," Biden told a crowd of cheering Steelworkers.

McCall and District 7 Director Mike Millsap, who chairs the union's negotiations with U.S. Steel, have noted that Nippon Steel is not a qualified successor under the USW's contract with U.S. Steel, and that members are strongly opposed to the move.

The USW has filed grievances related to that successorship language, which are scheduled for arbitration on Aug. 15.

USW leaders have continued to discuss the transaction with representatives from Nippon, but those meetings have yielded little progress.

"Nippon's position changes like the weather, and will likely change several more times before

we get to arbitration August," McCall said. "Our contract requires the ultimate parent of any buyer to bind itself to the agreement. Nippon Steel has not bound itself to our agreements."

U.S. Steel also launched a national public relations campaign in an effort to gain support for the unpopular transaction. The company held meetings with USW members, reached out to lawmakers and journalists, erected billboards, and flooded the airways with TV and internet ads.

"The same management team that has diverted investments away from our plants for years have come onto our shop floors, asking us to believe them now," Millsap said, calling the effort "a last gasp to save their deal," which remains subject to ongoing antitrust and national security reviews.

Before the transaction can move forward, federal regulators, including the Committee on Foreign Investment in the United States, which includes leaders from the Departments of Defense, State, Homeland Security and Justice, will review it.

Meanwhile, the USW continues to make the case that the agreement would threaten U.S. national and economic security. In addition to its failure to guarantee workers' rights, Nippon has engaged in numerous unfair trading practices, creating a situation that could weaken the entire North American steel market.

"We have serious concerns that Nippon Steel will continue to prioritize its Japanese operations at the expense of U.S. workers," McCall said.

McCall pointed out that Wall Street investors and U.S. Steel executives stand to gain the most from the \$15 billion deal, with U.S. Steel CEO David Burritt in line to make \$70 million and his vice presidents raking in tens of millions of dollars each.

"U.S. Steel would have no value if not for the hard work of generations of USW members who built the company into what it is now," McCall said.

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Rapid Response activists deliver message of good jobs and fair trade to Capitol Hill.

‘WE’RE SPEAKING FOR EVERYBODY’

Jessie Newson Jr. of Local 7686 led 700 of his fellow USW members on a march and rally in Washington, D.C., this spring as they called on Congress to restore the Trade Adjustment Assistance (TAA) program, a crucial support system for displaced workers.

Newson learned in 2016 how vital TAA benefits can be when he, along with hundreds of his fellow members, endured the idling of the Missouri aluminum smelter where they worked, a casualty of unfair imports.

“TAA provided a lifeline for us,” he said. “It helped out union members in a very dark time.”

With their workplace now idled again, Local 7686 members are facing similar struggles, this time without any help from TAA, a support system that has been in place since 1962 but which Congress failed to reauthorize for the past two years.

Rapid Response Issue

For decades, TAA provided a wide array of benefits to workers harmed by illegal trade. Restoring the once-robust program was one of the issues that brought Newson and other members from across the United States to Capitol Hill in May for the 2024 Rapid Response, Legislative and Policy Conference.

The event began with two days of speeches, panel discussions, work-

shops and training sessions designed to prepare members for the focal point of the conference – the third and final day, when members visited their senators and members of Congress to advance the union’s core values.

“All the issues that we talk about here, they are all directly tied to legislation or government actions that impact us at the bargaining table,” International President David McCall told the delegation. “You are part of the most effective grassroots program in the labor movement.”

Pro-Worker Priorities

In addition to seeking the renewal of TAA, members urged lawmakers to support additional funding for the National Labor Relations Board (NLRB), safe staffing requirements for nursing homes and other important pro-worker legislation.

International Vice President Roxanne Brown, who oversees the union’s legislative and policy work, rattled off a list of victories that USW activists played a key role in delivering in recent years. Those wins – which Brown dubbed “epic shit” in her rousing keynote address – include new laws to invest billions in infrastructure, create jobs, rebuild supply chains, reduce health care costs, and save the pensions of more than a million workers,

including 120,000 USW members.

“These victories have been life-changing,” said Brown. “This will have a massive long-term impact, largely because of all of you in Rapid Response.”

Manufacturing Policy

Thanks to the strength of the USW’s nationwide grassroots network and how it amplifies workers’ voices, Brown said, the union was able to work with the White House and Congress to achieve a national manufacturing policy for the first time in decades.

“This is the industrial revolution of our time, and our job is to make sure that it happens with American workers and American industries,” she said. “Our job is to seize this moment.”

That was the goal on members’ minds as they headed to the Capitol, engaging in more than 175 face-to-face meetings with lawmakers and staffers, while providing information on the union’s core issues to the office of every legislator in Washington.

Veteran of Lobbying

Such lobbying is nothing new for Lloyd Allen, paperworker and member of Local 983 in Augusta, Ga., who said he has traveled to Washington more times than he can count to talk to legislators about the union, as well as

on behalf of the Pulp and Paperworkers' Resource Council.

Allen said having face-to-face interactions with representatives is essential to making sure they understand the diverse issues workers face.

"It's important for them to know we're here," Allen said. "We have to find a middle ground."

Whether they were from states considered red, blue or purple, finding that middle ground was a big part of members' connections with legislators.

"We're speaking for everybody," Newson said.

Julie Sweet of Local 912 in Toledo, Ohio, attending her first national Rapid Response conference, led a delegation of members from northwest Ohio to the office of their longtime representative, U.S. Rep. Marcy Kaptur, where they discussed trade, occupational safety and health, staffing shortages, and other issues.

Sweet said it was eye-opening to witness USW members wielding their collective power.

"The passion that everybody has is amazing," she said. "I really feel like I made a difference, and that's a great feeling."

While the conference focused on federal issues, Brown was quick to point out that the Rapid Response network is active at the state and local levels as well. Members put a stop to union-busting right-to-work (for less) laws across numerous states, and led the way on issues such as

veterans' rights, unemployment, minimum wages and voting access.

Safe Staffing

Chad Shepersky of Local 9349 in Minnesota, a certified nursing assistant, said that the fight to achieve safe staffing in health care and nursing facilities would benefit workers and patients, as well as the families of both.

Shepersky said chronic understaffing leads to a "chaotic" environment where workers can't possibly deliver the care that patients truly deserve.

"You have to work faster and spend less time with people," he said.

While unionized health care workers can at least try to bargain for better staffing, they're often faced with a choice between wages and staffing. "There's only so much money to go around," he said.

District 11 Director Cathy Drummond, who oversees bargaining for the union's 50,000 health care workers, said improving enforcement of labor laws would help health care providers, and workers in all sectors, achieve justice.

"We're seeing a pattern of employers acting more aggressively," Drummond said, calling on Congress to fully fund and staff the NLRB so workers' concerns can be addressed quickly.

After a successful day of lobbying, McCall encouraged attendees to return home, talk to other members and encourage them to get involved.

"Those conversations have more power than any other form of communication," he said.



GET INVOLVED!

Learn more and to sign up for Rapid Response alerts at usw.org/act/activism/rapid-response



Award Winners

The USW honored both members and lawmakers with awards at the 2024 Rapid Response, Legislative and Policy Conference:



U.S. Rep. Earl Blumenauer of Oregon, sponsor of a bill to reauthorize TAA, received a USW Paul Wellstone Award.



Kentucky Gov. Andy Beshear, a consistent champion of workers, received a USW Paul Wellstone Award.



Clarence Payne
Local 9488

International President
David McCall



Vern Beck (left), a 45 year member and leader of Local 12775 in Indiana, received the union's Leo W. Gerard Visionary Award; presented by District 7 Director, Mike Millsap.

ON THE MOVE



USW Civil Rights Activists Focus On Collective Liberation

Nearly 500 USW members and activists rallied at the Transcending arch monument in Detroit on June 11, their chants demanding social and racial justice for all workers echoing through the downtown streets.

The “Time to Move” rally was part of the USW Civil and Human Rights Conference, held June 9-12 in the Motor City. Focused on the theme “I’ve Got the Movement in Me,” the gathering was the first of its kind since before the COVID-19 pandemic swept the globe, revealing long-standing racial and economic disparities.

The conference kicked off on the evening of June 9, with a welcome from International Vice President (Human Affairs) Kevin Mapp. The former industrial maintenance mechanic was born and raised in Detroit and serves on both

the metro-Detroit and national boards of the A. Philip Randolph Institute (APRI), where he works to promote social and economic justice, voting rights and community education.

“This is a time to recommit to the fight for collective liberation and celebrate the victories we’ve achieved together,” Mapp told the crowd at the Marriott Renaissance Center.

Mapp also reminded the activists what most of them already know – the outcome of the U.S. election this November will have profound impacts on marginalized communities.

“It’s overwhelming,” Mapp said, “and here’s the truth – we must be all in on women’s rights, on LGBTQ+ rights, on immigrants’ rights, on voting rights, as the rich and powerful look to divide and dominate us.”

The following day, International Vice President at Large Roxanne Brown got the group revved up for their first full day of workshops with a fiery and informative speech. She

focused on the many ways working class and marginalized people have benefited from the Biden administration’s policies, including the expansion of the Child Tax Credit, which cut the Black child poverty rate in half in 2021.

“Can we afford to lose?” Brown asked the crowd, who responded with a resounding “No!”

Brown also highlighted the historically low unemployment rates among both Black and Latino Americans. Later in the day, during an afternoon session focused on organizing both of these marginalized communities, USW organizer Leshonda Reeves noted the importance of listening to and uplifting Latino and Spanish-speaking workers.

“Most of the Latino workers don’t feel they are included or welcome in these facilities,” said Reeves, who helped organize workers at Kumho Tire in Georgia. “We have to fix that, because they and Black workers are now the largest percentage of the work force in the South.”



“
**We must be all in on women’s rights,
 on LGBTQ+ rights, on immigrants’
 rights, on voting rights, as the rich
 and powerful look to divide
 and dominate us.”**

International Vice President (Human Affairs) Kevin Mapp

On the conference’s second day, in a morning session focused on the importance of solidifying global connections, Susan Matthews of IndustriALL Global Union highlighted the shared challenges workers face in the United States, Canada, and the United Kingdom, including rising fascism.

“You in America are more resilient than you know,” said Matthews. “When you feel you want to give up, remember you have the unity of your union.”

A morning panel continued on the theme of resilience and reconciliation, with a group of activists in both the United States and Canada speaking on how the union is aiding Indigenous members. Julia McKay, who works in a mine and also serves as the District 3 Indigenous Engagement Coordinator, said this work is particularly important in Canada, where the majority of mining occurs on Native land.

Chelsea Olar, who is a heavy equipment operator and proud member of Local 2251, also said this activism is

meaningful because of the educational opportunities it provides.

“Whether it’s a workshop or a caucus or a panel like this, it provides a safe space for Indigenous members to share their stories and helps non-Indigenous members understand what we experience,” said Olar.

The conference’s third and final day of conversations and workshops began with a discussion on how marginalized communities’ struggles and destinies are interwoven. Pride at Work Executive Director Jerame Davis spoke on the need for all unions to be involved with LGBTQ+ workers’ rights as attacks on their livelihoods increase.

“As members of the labor movement, we have a responsibility not only to our fellow workers but to future generations,” said Davis. “We must be on the right side of history, standing up for justice and equality for all.”

Jessica Rios Viner, member of Local 3657 and president of the Pittsburgh chapter of the Labor Council for Latin

American Advancement (LCLAA), reiterated this need for unwavering solidarity when she spoke about immigrants’ rights.

“When you invest in your immigrant workers, you invest in your union,” she said.

After several days of learning and sharing, Bryan Combs, a member of Local 9443 in Kentucky, reflected on the connections he made between labor and social justice.

“I always wore two hats: one for civil rights and one for labor,” said Combs. “After this, I think I’m just going to put both of them together and go at it that way.”

Mapp concluded the week at the closing reception by encouraging members to take what they learned back to their locals and communities.

“Talk to your friends and families and coworkers, hit the streets for worker-friendly candidates, and never, ever stay silent,” said Mapp.

MEMBERS RATIFY *ALL NEW* IP CONTRACT

Paperworkers Achieve Historic Wage, Benefit Improvements in Master Agreement



Members who work at International Paper (IP) converting facilities across the United States voted overwhelmingly this spring to ratify a new four-year master agreement.

The contract, which covers 3,600 members who work at 59 IP locations, includes an immediate wage increase and also raises wages in each year of the deal, for a total of 14 percentage points over the term of the agreement.

“Unlike other master negotiations, this bargain was full of new faces and young talented leadership,” said Breahn Quigley Knackert, National Paper Bargaining Chair, who led the negotiations. “Although a large number of them had never been to a master bargain, they really showed strong solidarity amongst the bargaining committee.”

Bob Tapp, who next year will mark 50 years as a union member, first with the Boilermakers and the past 31 years with the USW, said the new agreement is the strongest that he has seen in his five-decade career.

“Looking at all of them, there is no doubt that is the best contract we ever got,” said Tapp, of Local 4-0380

at IP’s plant in Barrington, N.J. “I’d put our master agreement up against anybody’s. I don’t think there’s anything better.”

Among the keys to the new agreement besides wages, he said, was a change to the vacation policy, which allows new employees to accrue time off faster than in the past, providing for a week of vacation after six months of service.

“People are loving that,” Tapp said. “That was probably the key to getting younger people on board.”

International Vice President Luis Mendoza, who oversees bargaining for the union’s paperworkers, credited the solidarity of USW members across dozens of IP sites.

“This agreement was a success,” Mendoza said, “because members were determined to stick together and fight for what they deserved.”

Mendoza said that the agreement provides the highest wage increases the USW has achieved with IP, along with a continuation of the existing health care plan with no cost increases, significant improvements to the pension plan, as well as the introduction of parental leave, meaningful safety improvements and

domestic violence leave.

“This contract lays out a future of shared prosperity for members at IP and for the company over the coming years,” he said. “It’s a win-win.”

Tapp said the strong contract will allow the company to attract and retain young workers, which is important as a large group of workers prepares to retire.

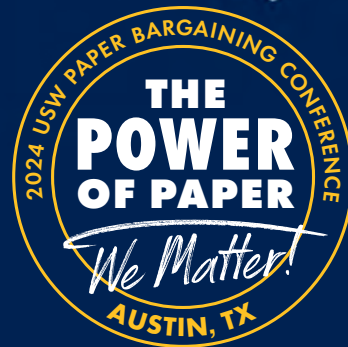
Maintaining unity across nearly 60 locations gave the USW bargaining committee the power it needed to demand a fair agreement, he said.

“When you stand alone, sometimes you just go in and hope that you don’t lose anything,” Tapp said. “We didn’t have to worry about what they were going to try to take from us.”

The master agreement covers nearly 3,600 members who work at IP converting facilities in the states of Alabama, California, Florida, Georgia, Illinois, Indiana, Iowa, Louisiana, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Jersey, New York, North Carolina, Ohio, Pennsylvania, South Carolina, Tennessee, Texas, Virginia and Wisconsin.

BARGAINING CONFERENCE AUG 5-8 | AUSTIN

The USW will hold its 10th National Paper Bargaining Conference Aug. 5 through Aug. 8 in Austin, Texas. Members will determine the union’s bargaining and safety agendas and build a work plan for the upcoming two years. For updates and announcements, visit usw.org/paper-conference.



'LIFE-CHANGING' CONTRACT AT BLUE BIRD

Union Makes Progress on Wages, Safety, Retirement Security

One year after their historic vote to join the USW, more than 1,500 members at bus manufacturer Blue Bird Corp. in Fort Valley, Ga., overwhelmingly ratified their first contract this May.

The agreement provides significant wage improvements, institutes a profit-sharing system and secures vital health and safety provisions, among other gains.

Some workers will see wage increases of 40 percent, said Patrick Watkins, who will serve as the unit's first president. He said provisions like a grievance process and scheduled wage increases give members a feeling of security.

"People don't have to worry about being fired for no reason," he said. "They know when their raises are coming. It's a great feeling."

Watkins said he hopes to unify the work force through local union committees focused on issues like civil rights and safety, as well as through community outreach.

"People are looking forward to being a part of it," he said. "I want to make sure we are all on one team, that move forward together."

Delushundra Thomas said the contract will give workers like her a voice and respect on the job.

"We knew we needed a voice in the workplace," Thomas said. "Our future

will be brighter with the union."

That bright future is reflected in the new three-year deal, which will provide all workers at Blue Bird with at least 12 percent raises.

The contract also delivers retirement security with the establishment of a defined-contribution plan, as well as a platform for workers to address concerns regarding civil rights, health care,



public policy, job creation and more.

"Workers at Blue Bird organized because they needed a voice on the job," said District 9 Director Dan Flippo, who represents workers in Georgia and six other Southern states. "Thanks to their solidarity and hard work, they made significant gains that will benefit them now and lay a firm foundation for future progress."

Blue Bird workers make school buses, including low-emission and zero-emission models, and the company

has been approved to receive significant federal funding through the Clean School Bus program.

"Investments like these must come with a seat at the table for workers," Flippo said. "For too long, corporations and their political cronies have tried to characterize the South as a place where they could run away from unions, cut corners and pay workers less."

Thomas said she was grateful that the Biden administration signaled its support for the workers, and even invited her to the White House last year for a discourse on union organizing.

"We are thankful that President Biden stands up for workers," she said.

Thomas, who has worked at Blue Bird for 11 years, said the contract is

"life-changing" for her and her colleagues. She said the 401(k) was among the highlights of the agreement.

"People want to be able to retire with some type of dignity," she said.

Watkins said the gains workers made at Blue Bird could inspire others in the South to consider organizing.

"Everybody knows about Blue Bird, so it opens people's eyes that they can get a union as well," Watkins said. "You have to have faith and step up and know you're right."



KNOW YOUR RIGHTS



FAMILY AND MEDICAL LEAVE



Before President Bill Clinton signed the Family and Medical Leave Act (FMLA) as one of his first official acts in 1993, workers who took time off to have children or to care for their health or the health of a family member often had to put their careers at risk in the process.

FMLA, the result of more than a decade of lobbying by union members and other grassroots activists, was a game-changer for working families. The law ensures that workers have access to unpaid leave for a variety of medical and family reasons, and that their jobs are protected during their time off.

To be eligible for FMLA, workers must have been with their employer for 12 months or more (consecutive or nonconsecutive), must have worked at least 1,250 hours over the most recent 12 months, and must be employed at a company that has at least 50 employees within a 75-mile radius.

FOR WORKERS WHO QUALIFY, FMLA PROVIDES:

Up To 12 Work Weeks of Unpaid Leave

Used during a 12-month period for medical leave, family leave, childbirth /newborn care up to age one, and/or adoption or foster placement.

Continuous or Intermittent Usage

Workers may take the leave continuously, intermittently or as part of a reduced schedule.

Maintain Health Benefits

During the leave, employers must maintain health benefits, though workers are required to pay any share of the health benefits premium as they would if they were working.

Job Back After Leave

A worker must be restored to their original position or its equivalent upon their return from leave.

WORKERS MAY QUALIFY FOR THE FOLLOWING REASONS:

Serious Health Condition

When unable to work because of a serious health condition.

Birth And Care of The Newborn

For the birth and care of the newborn child, or for the placement of a child for adoption or foster care.

Care For An Immediate Family Member

To care for an immediate family member with a serious health condition.

It's important, especially for union members, to remember that federal FMLA rules set the floor for family leave, but the rules can be strengthened at the state and local levels, and unions can bargain more generous and inclusive leave policies into their contracts.

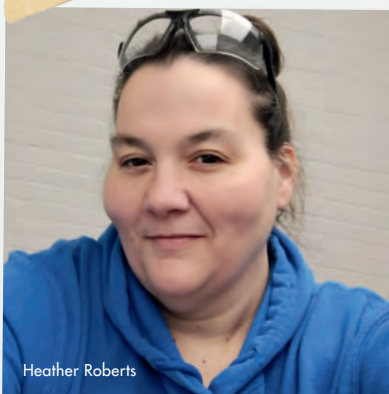
Thirteen U.S. states, many of them

among the states with the highest union density, have paid family and medical leave laws on their books, as does Washington, D.C. Some states and territories offer some workers paid disability and maternity leave, while others provide workers with the opportunity to purchase paid coverage.

While the passage of FMLA was an important step forward, too many workers remain ineligible for leave, and taking unpaid leave is not financially possible for many others. That's why the USW and other organizations continue to fight for expanded and paid family leave for all workers.

— STORE, COOK AND LOOK WITH —

Union-Made PYREX



Heather Roberts

WHO THEY ARE LOCAL 53G

WHERE THEY ARE CHARLEROI, PA.

WHAT THEY DO PRODUCE PYREX BRAND GLASS PRODUCTS, INCLUDING COOKWARE, STORAGE CONTAINERS, BOWLS AND MEASURING CUPS.

#USWMade is a feature focusing on products made by USW members that consumers can purchase in stores or online.

Follow the #USWMade hashtag on social media and check out the #USWMade playlist on YouTube to learn about other products made by USW members. If your local makes a product that you would like to feature in USW@Work, send an email to: editor@usw.org.

When Heather Roberts travels outside of her small hometown of Charleroi, Pa., and tells people where she is from, more often than not, they recognize that it also is home to Pyrex, the iconic heat- and shatter-resistant glassware that has been a staple in American kitchens for generations.

Roberts is president of Local 53G, which includes more than 260 workers who produce the glass storage and mixing bowls, measuring cups and baking dishes for which the Pyrex brand has been known for more than a century.

“We take a lot of pride in what we do,” Roberts said of herself and her co-workers, which over the years have included her husband, mother, father-in-law, sister and numerous other relatives and neighbors.

Members of Local 53G make the well-known glassware while, about 150 miles to the east, in

Greencastle, Pa., members of Local 1024 process and manage online orders and distribution of the products.

Roberts has worked at the factory for 17 years, and in 2015, she joined her co-workers and the town (population 4,200) in celebrating the brand’s 100th birthday. In honor of the centennial, Charleroi renamed itself Pyrex, Pa., for 100 days and held a large-scale celebration with a giant measuring cup as the centerpiece.

When she and her fellow Women of Steel engage in their regular community outreach efforts, Roberts said, they often encounter residents who identify closely with the Pyrex brand, even if they never worked at the factory.

When the company holds occasional public sales in town, lines stretch out the door, Roberts said.

“People come from everywhere,” she said.



PITT FACULTY MEMBERS RATIFY 1ST CONTRACT

3,400 University Workers Gain
Wage Increases, Job Protections



After winning one of the largest organizing victories in recent history in 2021, faculty members at the University of Pittsburgh voted overwhelmingly in May to ratify their first contract.

The agreement, which covers 3,400 university faculty members, runs through June 2026 and includes historic language on wages and job security for both full- and part-time workers.

“We unionized nearly three years ago so that we could have a voice in the decision-making process and increased transparency,” said Tyler Bickford, a professor in the English department, who served on the bargaining committee. “We remained united through negotiations, and our perseverance paid off with a strong contract that will help us now and provide a firm foundation on which we can grow in the future.”

Long Campaign

The contract ratification, conducted by mail, was the culmination of a campaign that began in 2016, when the faculty members first launched their effort to join the USW.

The campaign was successful despite an aggressive and years-long anti-union effort that cost the university administration more than \$2 million.

After the 2021 vote was successful and bargaining got under way, the union bargaining committee still faced numerous lengthy delays in receiving

responses from the administration.

The USW filed unfair labor practice charges against the university in November 2023 and again in April of this year. The two sides reached a tentative agreement just days after the most recent charges were filed.

International President David McCall congratulated the faculty for achieving a strong agreement.

“These workers showed bravery, unity and solidarity throughout these negotiations and won a contract that sets a solid foundation on which they can build,” McCall said.

Greater Security

One of the union’s top priorities during negotiations was to achieve a wage floor for all faculty, including visiting faculty and part-time instructors. Workers achieved that goal, while also gaining greater stability when it comes to teaching and workloads, appointment renewals and opportunities for advancement.

“This contract provides greater security for faculty, which will result in better educational outcomes for students. It’s a clear win for our entire university,” said Melinda Ciccocioppo, a teaching associate professor in the psychology department. “Throughout this process, we have wanted nothing more than what all higher education workers deserve – a voice in the decisions that affect

our lives and those of our students.”

District 10 Director Bernie Hall said that while the faculty’s first contract took time to achieve, it is a major step toward building a stronger institution for workers, students and the community.

“The University of Pittsburgh is a world-class institution precisely because of the hard-working faculty and staff,” Hall said.

USW Academic Sector

The 3,400 faculty members at Pitt are part of a growing academic sector in the USW. Adjunct instructors at Western Pennsylvania’s Point Park and Robert Morris universities also are USW members. In addition, the USW has represented more than 7,000 administrative and technical workers at the University of Toronto since 1998.

Two other groups of University of Pittsburgh workers – thousands of support staff members and graduate student workers – are currently pushing forward with their own campaigns to become USW members.

Pitt staff workers filed for a union election in June 2023 and are waiting on a ruling from the Pennsylvania Labor Relations Board before they can proceed. Graduate student workers launched a new organizing campaign earlier this year after a similar effort fell just short of a majority in April 2019 in the face of intense opposition from the Pitt administration.



UNITED STEELWORKERS
USW
MUSEUM WORKERS

CHILDREN'S MUSEUM WORKERS JOIN USW

Workers at The Children's Museum of Pittsburgh voted overwhelmingly this spring to become USW members.

The 65 members join more than 500 museum employees at all four of the city's Carnegie Museums as USW members. As of last year, the Carnegie employees were the largest museum union in the United States.

"We are thrilled to become USW members and are eager to get to work bargaining a first contract that ensures museum staff can continue to support Pittsburgh's youngest learners," said Annette Mihalko, an educator at the Children's Museum. "We're extremely proud that The Children's Museum was recently

voted among the top museums in the country, and we know that's in large part because of the work we do day in and day out. We look forward to having a seat at the table and a voice in the decisions that impact our workplace."

The newly unionized workers serve as educators, events staff, cleaning associates, exhibits technicians, retail associates, visitor services professionals and more. The workers

announced their intent to organize in March at a public event in Allegheny Commons Park West, citing their desire to weigh in on critical issues like improved workplace health and safety, greater patron satisfaction and more transparent communication. "It's an honor to welcome the dedicated

employees of The Children's Museum to our union," said Bernie Hall, USW District 10 director. "Every day, children and families from across our region rely on these workers to provide a safe, welcoming atmosphere for children to learn and play. We know the patron experience will only be enhanced as workers are able to have a voice on the job and a say in their working conditions."

The museum workers are part of a large and growing contingent of white-collar workers in Pennsylvania who have recently become USW members. About 3,000 faculty members at the University of Pittsburgh ratified their first contract this spring, and, two years ago, about 300 workers at the city's Carnegie library system ratified their first contract. In addition, in 2023, workers at the Eastern State Penitentiary Historic Site in Philadelphia voted overwhelmingly in favor of USW representation.



“We are thrilled to become USW members and are eager to get to work bargaining a first contract...”

Annette Mihalko

GLOBAL SOLIDARITY

Builds Strength



USW Members Linked to Fellow Workers Across the World

Kent Holsing has been a union member for 38 years, most of that time as president of Local 12075 in Midland, Mich.

Over the years, he has traveled the globe, collaborating with other chemical workers and union members to build solidarity, strategize and educate each other.

“It makes a huge difference,” Holsing said of the union’s international work. “Corporations are multinational and global and, as a result, we must think and act globally.”

This spring, Holsing, chair of the Dow-Dupont North American Labor Council, joined a delegation of USW leaders in Argentina to meet with workers from the United Petrochemical Workers and Employees Union Congress (SOEPU). The trip was part of the USW’s work to strengthen ties with unions in South America and beyond.

International Secretary-Treasurer John Shinn oversees the USW chemical sector, which includes 20,000 workers across more than 350 units. Having a large number of small shops lacking common contract expirations makes collaboration a challenge, he said.

“It is incumbent on us to educate members not just on the situation we experience at home, but also about

experiences of workers around the world,” said Shinn. “We are part of a global movement. It’s our job to help lead that movement forward.”

The Dow-Dupont council, Holsing said, most recently helped 115 members of Local 90 in Knoxville, Tenn., win a strong 5-year contract that increased vacation time for new hires, a maintenance apprentice program, yearly wage increases and more.

In addition, the council has guided workers through the mergers, acquisitions, divestments, spinoffs and other corporate maneuvers the industry has seen in recent years. “The chemical sector of yesteryear no longer exists,” he said. “It’s a diverse sector, and we need to work together more than ever.”

Holsing has helped to lead the way, visiting union workers in Argentina, Brazil, Germany, Great Britain, Switzerland, and Turkey and building relationships with others in Japan, South Korea and elsewhere. Much of that work has been in cooperation with the IndustriALL Global Union, a federation of more than 50 million workers in 140 countries.

“The opportunity to network, assist and communicate has a direct effect on the success of collective bargaining,” said Holsing, calling the USW the most progressive U.S. union in cultivating international relationships.

That work has bolstered organizing campaigns, prevented site shutdowns, ended work stoppages, won fair contracts, and pushed other

campaigns forward, for workers at home and abroad, in the chemical sector and other industries.

When Dow locked out 235 members of Local 13-1 at its Deer Park, Texas, facility for two months in 2019, workers around the world exerted pressure on the company with a variety of solidarity actions, both in-person and digital.

“Those actions helped them get through that lockout,” Holsing said. “The company pays attention.”

The best part, he said, is that local leaders are the driving force.

“It really is grassroots,” he said. “The international sees the importance of what we do and supports us big time, but everything is driven through our local unions.”

In Argentina, USW leaders shared the most recent news from North America, while activists from Argentina reported on a decree from President Javier Milei that would make it easier to fire workers for their activism.

SOEPU Secretary General Mauricio Brizuela said that his union would continue to fight for members and their families.

Alaaddin Sari, president of Turkey’s Lastik-IS, said international solidarity is important to workers no matter their home country.

“We believe there is no other path to follow,” he said, “to ensure stronger and more advanced rights in the future.”





INGREDION CONTRACT ELIMINATES TIERED WAGES

Members of Local 7-507 at Ingredi-
on in Bedford Park, Ill., recently
ratified a strong contract that eliminates
a system of tiered wages.

The unit represents nearly 250 work-
ers at the site who manufacture food-
grade and pharmaceutical starches.

Bargaining over the four-year con-
tract began in February. After several
weeks of negotiations, members voted
down the first tentative agreement
because that proposal still included
tiered wages, part of a system that pitted
workers against each other.

Local President Derrick Davis said
the group made it clear that keeping the
tiers was not an option.

“That was the main thing the
members wanted,” said Davis, who has
served as president for more than 15
years. The tiered system, he said, causes
issues for management as well.

“It’s hard to maintain quality work-
ers when they’re working beside some-
one they know is making more than they
are doing the same job,” he said.

The amalgamated local also found
solidarity with union siblings at the
company’s Indianapolis site, where
management had also tried to push
members last year to eliminate their
USW health insurance plan.

Both units remained rooted
in each other’s strength and
were able to fight off the
cut. “Their support was
critical,” said Davis.

The new
agreement also
included lump
sum bonuses and
wage increases,
including up to
more than 20
percent for some
employees over the
length of the contract, as
well as increased vacation
time for new hires.



Sam Howard has been a
chemical operator at Detrex
Corp. in Ashtabula, Ohio, for
nine years.

He and his fellow 20 workers
produce high-purity hydrochlo-
ric acid for the pharmaceutical,
food and beverage, semiconduc-
tor, and other industries.

Earlier this year, they became
members of the USW after a
years-long campaign that demon-
strated the power of persistence.

Howard and several other
workers first began exploring
joining the USW in 2020. The
group was forced to run a mail-in
vote due to COVID restrictions
and endured a heavy anti-union
campaign by the employer. As a
result, they lost their election by
one vote.

As the months passed, a new
plant manager took over and
working conditions worsened.

Suddenly payroll issues were
occurring regularly, vacation and
bereavement time became re-
stricted, and overtime was being
mandated.

“Everyone quickly realized
we had to try again,” Howard
said, noting that many of his
co-workers quickly adopted a
mentality of “it’s only going
to get worse from here if we
don’t do something.”

The workers had
stayed in touch with their
USW-appointed staff
representative and orga-
nizer and decided to hold
another union election in
February 2024. This time,
the victory was unanimous.

District 1 Director
Donnie Blatt underscored
the importance of the workers’
solidarity in their push to file for

a second union election.

“Sometimes the best orga-
nizer is the boss, and in this
case, the workers at Detrex were
seeing firsthand the consequenc-
es of working for an employer
who wasn’t bound to a union
contract,” said Blatt. “Manage-
ment was editing the employee
handbook at their discretion and
changing policies overnight.
Workers finally had enough.”

The new members are in the
midst of bargaining committee
elections and are enthusiastic
about the opportunity to get
involved with the union.

“Workers at Detrex Corp. are
eager to get to the bargaining
table to negotiate a first union
contract that makes meaningful
improvements in their working
conditions and schedules,” said
Secretary-Treasurer John Shinn,
who oversees bargaining in the
chemical sector.

“We’re going to teach man-
agement how to treat us,” How-
ard said, noting that accountabil-
ity is what he’s looking forward
to the most with a collective
bargaining agreement. “No more
chaotic schedules and extreme
vacation policies.”

Negotiations are set to begin
soon, with members recently
meeting across the table with
management in early June to
establish ground rules for the
bargaining process.

As for Sam Howard, he’s
optimistic that change is just
around the corner.

“It’s been a long time
coming, but we’re going to win
the first contract that chemical
operators here deserve and we’re
only going to continue to build
from here,” he said.



DETREX CHEMICAL OPERATORS VOTE UNANIMOUSLY TO JOIN USW

WORKERS WIN

NEW HEALTH AND SAFETY

STANDARDS

Administration Issues Federal Rules on Silica Dust Exposure, Nursing Home Staffing

USW members celebrated a series of victories this spring when the Biden administration issued new standards to protect the health and safety of workers across numerous industries.

In April, the Mine Safety and Health Administration (MSHA) published a new rule that reduced silica dust exposure limits for workers in mining and related industries. The new standard cuts in half workers' permissible exposure to breathable silica dust. If a worker's exposure exceeds the new limit, the rule requires mine operators to take immediate action to comply.

International President David McCall applauded the measure and credited the Biden administration's ongoing commitment to worker safety.

"The USW welcomes the new rule on silica dust exposure," said McCall.

"After the previous administration failed to act on this recognized hazard, our union is grateful that President Joe Biden and his administration once again are prioritizing workers' health and safety."

The new MSHA rule brings that agency in line with its sister agency, the Occupational Safety and Health Administration (OSHA), which adopted a similar standard in 2016. OSHA has jurisdiction over most of the private-sector workplaces that MSHA does not cover.

Long-Awaited Change

The updated standards came after decades of debate in Washington, D.C., over how to control workers' exposure to silica dust, which has been debilitating lungs as long as workers have been mining, cutting and grinding materials

such as stone, brick and concrete.

Before the OSHA rule change in 2016, rules limiting silica dust exposure were unchanged since the early 1970s, despite scientific evidence of its dangers. Silica dust is a carcinogen that can cause serious diseases including silicosis, lung cancer, progressive massive fibrosis, chronic bronchitis and kidney disease.

"This rule will improve the working conditions and the quality of life for all workers covered under MSHA in the United States," McCall said. "By setting a low permissible exposure limit for silica dust, the new rule will help current miners and future generations of mine workers stay healthy on the job."

The Labor Department, which oversees MSHA, estimated that the updated rule would prevent more than 3,700 cases of silica-related illnesses.



“The USW welcomes the new rule on silica dust exposure. After the previous administration failed to act on this recognized hazard, our union is grateful that President Joe Biden and his administration once again are prioritizing workers’ health and safety.” International President David McCall

2024 CONFERENCE

The USW will hold its 2024 Health, Safety and Environment Conference from Aug. 18 to Aug. 23 in Pittsburgh. For more information, visit usw.org/events. Online registration closes on July 31.

“It is unconscionable that our nation’s miners have worked without adequate protection from silica dust despite it being a known health hazard for decades,” said acting Secretary of Labor Julie Su. “The Department of Labor has taken an important action to finally reduce miners’ exposure to toxic silica dust and protect them from suffering from preventable diseases.”

Helping Cement Workers

Workers at surface mines are among the most at risk of being exposed to such dust, during activities such as rock drilling and crushing and the loading of mined material.

“The new ancillary requirements will help miners and other workers under MSHA’s jurisdiction, like those at cement plants, to identify high-hazard areas and the controls needed to reduce miners’ exposure to harmful silica dust,” said McCall. “These provisions will allow workers to identify health issues earlier and lead to healthier and safer lives for all American mine workers.”

The new silica dust rule also includes an updated standard for respiratory protection to better protect miners against airborne hazards, including diesel particulate matter, asbestos and other contaminants.

“With this new rule, MSHA has taken a major step forward in making life better for American mine workers, on and off the job,” McCall said.

Nursing Home Standards

The U.S. Department of Health and Human Services, through the Centers for Medicare and Medicaid Services (CMS), also issued new rules in April aimed at supporting both patients and caregivers in nursing homes.

The new rules made history, as CMS established for the first time a national minimum staffing requirement for Medicare- and Medicaid-certified nursing homes. More than 1.2 million patients receive care in such facilities each day.

The USW represents thousands of nursing home workers across the United States. District 11 Director Cathy Drummond, who began her career in health care and now oversees bargaining for the USW’s 50,000 health care workers, said that workers in nursing homes provide important, while often overlooked and undervalued, services to their patients.

“Ensuring adequate staffing in nursing homes is essential to providing the kind of quality care that

patients need and deserve, especially when they are at their most vulnerable,” said Drummond. “The new CMS staffing rule will mean better conditions across the board, both for nursing home workers and for their patients.”

The new rules establish a minimum number of hours that nursing staff members must spend with patients and require a registered nurse at such facilities 24 hours a day. The rules call for nursing home staff at the equivalent of 3.48 hours per resident per day, with more than half an hour from a registered nurse.

Facilities also must develop staffing plans to maximize recruitment and retention.

Health and Human Services Secretary Xavier Becerra said the new rules have long been a priority of the Biden administration.

“This will help ensure that millions of people have access to high-quality health care,” he said, “and that the dedicated workers who provide care to our loved ones are fully valued for their work.”

“The new CMS staffing rule will mean better conditions across the board, both for nursing home workers and for their patients.”

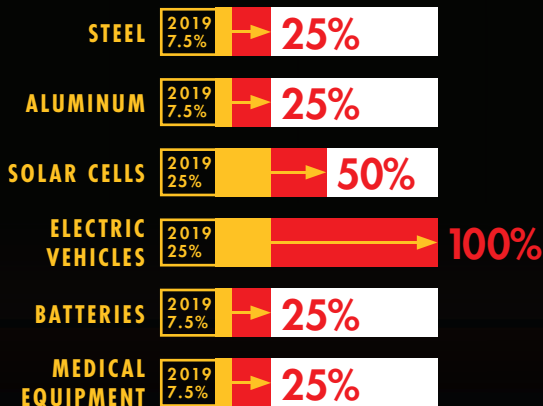
District 11 Director Cathy Drummond



USW APPLAUDS
**NEW
 TARIFFS**
 ON
**CHINESE
 GOODS**



2024 BIDEN TARIFF INCREASES



With USW members standing behind him, President Joe Biden in May initiated new measures to strengthen tariffs on numerous Chinese imports.

The president announced the increased duties in a White House Rose Garden ceremony, where he blasted the various trade practices – which include illegal subsidies, dumping of low-priced goods and currency manipulation – that China uses to gain an unfair advantage over U.S. competitors across numerous industries.

Biden, applying what he called a strategic approach to trade relief, imposed new Section 301 duties on Chinese steel, aluminum, solar cells, electric vehicles, batteries, medical equipment and other goods.

“American workers can outwork and outcompete anyone as long as the competition is fair. But for too long, it hasn’t been fair,” the president said. “It’s not competition, it’s cheating.”

Section 301 of the U.S. Trade Act of 1974 gives the president broad authority to respond to illegal trade practices by foreign governments if those practices unfairly burden or restrict U.S. commerce.

The USW welcomed the new tariffs as another sign of the Biden administration’s commitment to working families and American manufacturing.

“The USW is the largest industrial union in North America, and flawed Chinese trade policies have had an outsized negative impact on our members,” said International President David McCall. “Now, the Biden administration’s work to strengthen relief measures shows we’re not backing down. Instead, we’re backing up our domestic producers and workers.”

“The USW is the largest industrial union in North America, and flawed Chinese trade policies have had an outsized negative impact on our members.

Now, the Biden administration’s work to strengthen relief measures shows we’re not backing down. Instead, we’re backing up our domestic producers and workers.” International President David McCall

The new tariff increases range from 25 percent to 100 percent and will apply to \$18 billion in total imports.

International Vice President Roxanne Brown, who introduced the president at the tariff announcement ceremony, noted that USW members have partnered with Biden for decades to fight for good union jobs and “have never questioned his commitment to working people.”

“The key to President Biden’s success in building a worker-centered trade policy is his multi-pronged approach,” Brown said. “His administration has been diligently confronting foreign unfair trade using established trade tools to stand up to the predatory and protectionist policies of trading partners like China.”

McCall noted that Biden’s trade policy works hand-in-hand with strategic investments in the United States aimed at renewing the nation’s manufacturing capacity.

“From infrastructure to the CHIPS and Science Act to the Inflation Reduction Act, President Biden is addressing trade through an integrated set of solutions,” McCall said. “President Biden’s comprehensive approach has achieved real results for real workers, promoting economic recovery and fostering a brighter future.”



Sen. Bob Casey and Sen. Tammy Baldwin joined International President David McCall in announcing a petition calling for an investigation of Chinese shipbuilding.

Photo by Matt Freed

SHIPBUILDING CASE MOVES FORWARD

U.S. Trade Representative Launches Review of Chinese Practices

A USW-led effort to revive U.S. shipbuilding took a major step forward this spring when U.S. Trade Representative (USTR) Katherine Tai announced that her office would launch a “full and thorough investigation” into China’s policies and practices that have decimated the U.S. industry for decades.

The investigation, which came in response to a Section 301 trade petition the USW filed along with four other unions, will look into the various ways China has targeted the global maritime, logistics, and shipbuilding sectors for dominance.

“At one time, we had 30 major shipyards in this country, and now we’re down to about six,” said International President David McCall. “This case not only has our domestic interests at heart, because of commercial industry, but also our ability to build military ships.”

China, McCall said, already has the world’s largest navy, and its dominance of the industry also puts at risk American sealift capabilities in times of crisis.

“It’s long past time to fight back on

this issue, and we’re pleased that the Biden administration agrees and has taken up the cause,” McCall said.

Members of the U.S. Congress and other leaders applauded the administration for fighting for American workers as well as the nation’s economic and national security.

“China has been cheating the rules and it’s hurting American workers and putting our national security on the line,” said U.S. Sen. Tammy Baldwin of Wisconsin. “I am glad to see the Biden administration heed our calls and launch this investigation to hold China accountable, helping protect America’s shipbuilding industry and American workers.”

At one time, according to the Alliance for American Manufacturing (AAM), U.S. shipbuilders employed more than 180,000 workers and launched 75 ships each year, before the government began to slash funding for shipbuilding in the 1980s. In 2023, McCall said, China built more than 1,000 ships while U.S. producers turned out less than 10.

Joining the USW in filing the petition were the International Association of Machinists and Aerospace Workers, the International Brotherhood of Boiler-

makers, the International Brotherhood of Electrical Workers and the Maritime Trades Department of the AFL-CIO.

The petition is asking Tai to consider a variety of remedies to bolster the industry, including U.S. port fees for Chinese-built ships, and a new “Shipbuilding Revitalization Fund” to support U.S. manufacturers.

AAM President Scott Paul said that he was glad to see the White House and American workers team up to confront China’s anti-competitive practices.

“Whether it is steel and aluminum or shipbuilding or any other industry, we know China’s government will do whatever it takes to dominate,” Paul said. “We stand with the United Steelworkers and other unions who filed this trade petition.”

One commercial ship can require about 13,000 tons of structural steel, 60,000 gallons of paint, 130 miles of electrical cable, and many other USW-made products. Still, as McCall noted, the case goes beyond economic concerns.

“We have to be prepared,” McCall said. “Good jobs are important, but this case is about more than jobs. We have to think about the future, our nation’s ability to be prepared, and our sustainability.”

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YES, WE HAVE A PODCAST:

 **SOLIDARITY WORKS**

Listen to the official USW podcast about the union’s campaign to restore domestic shipbuilding and more. Find *Solidarity Works* on Spotify, Apple Podcasts, SoundCloud and many other streaming services today.



usw.to/podcast

USW@Work • Summer 2024 25



USW VOWS TO UPLIFT LGBTQ+ WORKERS

As USW members celebrated Pride Month this June across the United States, the union rededicated itself to fighting for the rights of LGBTQ+ workers.

International President David McCall, in a joint statement with the USW LGBTQ+ Advisory Committee, called on USW members to remember that the union was founded on the idea of eliminating discrimination and fighting for civil rights.

The USW constitution, McCall said, directs members “to protect and extend our democratic institutions and civil rights and liberties; and to perpetuate and extend the cherished traditions of democracy and social and economic justice in the United States, Canada and the world community.”

“Pride Month is a time for us to remember and honor this commitment while uplifting our LGBTQ+ siblings,” the statement said. “As legislative attacks on their livelihoods reach record numbers, it is incumbent on everyone in the labor movement

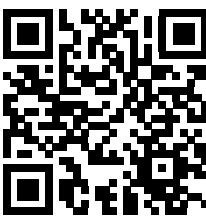
to do what we do best: organize to protect all workers on the job and in their communities.

“We encourage local union members to utilize their Civil and Human Rights committees as a means to engage in LGBTQ+ labor activism and education. Now is the time to share our resources and use our expertise to help a group of marginalized workers build power, as well as to listen to their needs.

“Everyone deserves dignity, fairness, and the right to move through the world without fear. It is our honor and duty as labor to help make that a reality.”

Visit usw.org/steelpride to access and download model contract language, a guide on talking about LGBTQ+ issues, and other resources.

To read more USW Stories of Pride, scan the QR code, or visit usw.to/storiesofpride.



For four years, management at Amfuel tried every scheme they could to divide and bully the members of Local 607L. None of it worked.

Thanks to their unwavering solidarity and support from their fellow workers and community members, the 200 USW members at the Magnolia, Ark., fuel cell company stuck together and won a new contract with significant wage increases, additional time off and other benefit enhancements.

“We all hung in there together,” said Jo Tucker, Local 607L financial secretary. “It wasn’t easy. But we prevailed.”



This spring, as the workers were preparing to launch an unfair labor practice strike, Amfuel backed down and agreed to a contract with none of the 70 concessions the company sought since 2020 to achieve.

“We didn’t lose anything,” Tucker said. “It was teamwork. Everybody was working together.”

Amfuel proposed abolishing seniority, reducing vacation pay and eliminating the grievance process. While they were at it, they encouraged members to leave the USW.

“They were trying to break us,” Tucker said. “The only thing we had was each other.”

Members dug in. They held a toy drive, picnic, holiday party and other events to sustain unity. They wore union T-shirts, handed out flyers, held regular meetings and took other steps to keep workers engaged and build morale. Members from other locals in Arkansas as well as from Louisiana and Texas lent support.

“This company chose to pick on the wrong group of people,” said District 13 Director Larry Burchfield. “These brave workers are the embodiment of solidarity and the power of unity.”

Through their ordeal, the Amfuel workers continued to show up – through a pandemic – and do their jobs with skill and professionalism.

Now, they have a contract that rewards that dedication, one that supports them and their community.

“It helps everyone,” said Local 607L President Larry Clayton.



USW members voted overwhelmingly in May to approve a historic three-year contract with Asarco covering about 500 workers at locations in Arizona and Texas.

The agreement represents a major victory for USW members and other union workers following years of facing off against Asarco’s unfair labor practices (ULP) and attempts at union-busting.

Local 886 President Greg Romero, representing one of the six local unions at the negotiating table with Asarco, said that workers should be proud of the progress they’ve made.

“These are historic gains for the workers in the Copper Triangle,” Romero said. “As a lifelong resident of the area, we know from history that we are unstoppable when we are united.”

The agreement includes wage increases of as much as 27 percent – the first in more than a decade for many of the union workers – as well as vacation and holiday improvements, while reducing workers’ contributions to health care coverage.

“The new contract provides opportunities for even higher earnings by adding new skills and qualifications, such as advanced welding credentials and earth-moving machinery,” said District 12 Director

Gaylan Prescott, who chaired negotiations.

Despite the workers’ unwavering solidarity and their resulting strong contract, the agreement with Asarco, a copper mining and processing company and subsidiary of multinational giant Grupo Mexico, doesn’t resolve all of the USW’s outstanding issues.

The contract covers workers at the company’s Amarillo refinery in north Texas as well as its Ray and Hayden operations in Arizona. However, the USW has several unfair labor practice charges that have yet to be resolved, including those related to the company’s withdrawal of union recognition at its Silver Bell and Mission mines in Arizona following a 2019 strike. A hearing in that case is scheduled for the end of July.

The USW and six other unions launched a ULP strike against Asarco in October 2019. In 2020, the unions ended the ULP strike and made an unconditional offer to return to work.

The NLRB issued complaints against the company for bargaining in bad faith, illegally declaring impasse in contract negotiations, and taking other unlawful actions against its union work force before, during and after the ULP strike.



MODELS OFFER EXAMPLES OF USW-MADE VESSELS

A group of members of Local 8888, the USW's largest manufacturing unit, unveiled a pair of scale models of their work in April during a ceremony at the USW's headquarters in Pittsburgh.

The workers, who construct ships and submarines for the U.S. military, presented International President David McCall with miniature replicas of a Navy submarine and an aircraft carrier, now on display at the union's headquarters. The two pieces are examples of the essential components of U.S. national defense that the 10,000 members at Newport News Shipbuilding work to create every day.

Local 8888 President Charles Spivey proudly noted that the steel that goes into each vessel comes from USW shops, and every U.S. carrier on the water today was built by USW members in Newport News.

"We build pride there, and we build strength," Spivey said of his fellow members at the shipyard. "We work hard, and we're not tired yet."

Spivey was joined by six of his union siblings, each of whom spoke to USW members at the unveiling ceremony about the specific work that do to build the vessels.

McCall said that the plan to acquire models of USW-made ships began with his predecessor and friend, late International President Tom Conway, who was a U.S. Air Force veteran.

"Tom would have really enjoyed being able to see these," McCall said. "He would appreciate what they mean to our members, and to our country."

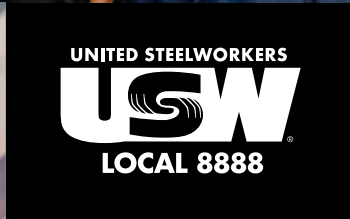
Ashley Seabrook, recording secretary and Next Gen chair for Local 8888, said she takes a special pride in her work, having spent eight years in the U.S. Navy, including four on an aircraft carrier.

"It's so integral to our country," she said. "It's important for people to be able to see what we make."



“It’s so integral to our country. It’s important for people to be able to see what we make.”

Ashley Seabrook, Local 8888





SOAR AIMS FOR GROWTH AS 40TH BIRTHDAY NEARS

Leaders of the Steelworkers Organization of Active Retirees (SOAR), along with members of the USW executive board, are aiming to strengthen and grow the group's membership and influence as it approaches its 40th anniversary.

USW members established SOAR in 1985 under the direction of then-President Lynn Williams. Since then, members of the group have been a significant voice in the fight to preserve and strengthen vital programs such as Social Security, Medicare and Medicaid, protecting USW members' pension plans, and other important efforts.

During the most recent SOAR executive board meeting this May in Washington, active and retired USW leaders from across North America discussed the importance of expanding the organization as more members retire and as essential government programs continue to be under the threat of cuts or elimination.

SOAR President Bill Pienta, who served as District 4 director before joining SOAR's leadership, said that a more robust retiree organization benefits every USW member and all working families.

"The labor movement is in a time of growth, and SOAR members can and should be a part of that momentum," Pienta said. "We have to move forward, and we are always stronger when we do it together."

SOAR membership is not limited to retired USW members. Any like-minded individual who is 45 or older, and who supports the guiding principles and programs of the organization and the union, is welcome to join the ranks of SOAR.

For more information about SOAR and how to become a member, visit usw.org/soar or call, toll free, 866-208-4420.

STEELWORKER'S SON AN NFL DRAFT PICK

For 27 years, Local 1011 member Brian Fiske has driven almost an hour each way to and from his job at Cleveland Cliffs-Indiana Harbor West in East Chicago, Ind.

Over the years, Fiske, also an Army veteran, has spent time before and after those shifts taking classes in welding, electrical systems and health and fitness through the Institute for Career Development (ICD).

Through all of those long days of hard work, educational enrichment and USW fellowship, it's safe to say that Friday, April 26, was one of the most memorable for Fiske and his family. That day, the Los Angeles Rams chose Fiske's son, Braden, with the 39th pick, early in the second round of the NFL draft.

"Braden is proud of being raised by blue-collar parents," Brian Fiske said. "He'll tell everybody they get up and go to work each day, and I really believe he prides himself in that."

Braden, a defensive tackle, started his college career at Western Michigan University before transferring to Florida State University, where he became a standout on a team that went undefeated in the 2023 regular season and advanced to the Orange Bowl.

"I was able to put myself on notice at Florida State," Braden Fiske said. "Getting a chance to play with the big boys on a bigger scale was huge."

The younger Fiske is looking forward to being a member of the NFL Players Association.

"I know from my dad that being a part of the union means people are depending on you to work hard and put food on the table, and it's pretty cool my dad is one of those people," he said. "Now knowing I'll be a union member is really coming full circle."



Photo courtesy of Florida State University and the Fiske family.

NOBP

SAVE THE DATE SEPTEMBER
17-19, 2024

PITTSBURGH, PA

UNITED STEELWORKERS
USW POWER
OIL WORKERS IN UNITY

SAVE THE DATE: NATIONAL OIL BARGAINING PROGRAM CONFERENCE

USW members who work in the oil industry are invited to participate in the union's 2024 National Oil Bargaining Program (NOBP) Conference, taking place Sept. 17 to Sept. 19 in Pittsburgh.

Delegates will elect the NOBP policy committee members and alternates, whose terms will begin at the conclusion of the conference and end upon completion of NOBP negotiations in January 2026.

Registration is available online, by mail, or by fax before August 1. For more information:

VISIT USW.ORG/EVENTS

relighting the flame

a comeback story,
as strong as
american steel



AAM PRESENTS A FILM BY HEARTLAND PRODUCTIONS "RELIGHTING THE FLAME"
CINEMATOGRAPHY BAILEY MAINE & DANIE DELEBENE EDITED BY ALAN SCHMIDT
EXECUTIVE PRODUCER SCOTT PAUL PRODUCED BY ELIZABETH BROTHERTON BUNCHA DIRECTED BY CARL KRISS

RelightingTheFlameFilm.com

FILM SHARES STORY OF STEEL INDUSTRY REBIRTH

A new short-form documentary from award-winning filmmaker Carl Kriss tells the story of American workers and their efforts to rebuild the steel industry.

The film, entitled "Relighting the Flame," debuted on YouTube this spring and has already garnered nearly 75,000 views.

A veteran of moviemaking, Kriss also directed a 2019 PBS documentary, "Bring it Home," which chronicled the closure of the General Motors auto plant in Lordstown, Ohio. Kriss' work caught the attention of the Alliance for American Manufacturing (AAM), a nonprofit organization the USW founded in 2007 in partnership with some of the union's biggest U.S. employers.

The film focuses on workers in the steel industry, including USW members at local unions in Ohio and Indiana who now work for Cleveland-Cliffs and who have seen the devastating effects of unfair trade and fought their way back.

"This film tells the story of the USW members who are leading the way in rebuilding both America's steel industry and industrial communities across our country," said AAM President Scott Paul. "But it's also a blueprint for how we can grow and strengthen industry in the right way by creating well-paid jobs and driving innovation. We're immensely proud of this film, and hope audiences are inspired by it."

The film can be found at www.relightingtheflamemovie.com.

USW MEMBER TO ADVISE CDC ON INFECTION CONTROL

Lisa Baum, an Occupational Health and Safety Representative for the New York State Nurses Association, and a proud USW member, is joining the Healthcare Infection Control Practices Advisory Committee, a post from which she will advise the Centers for Disease Control (CDC) on infection-control practices in health care.

Baum, of Local 9544, is the first HICPAC member representing frontline health care workers. HICPAC makes critical infection-control decisions that can affect worker health and safety, making it especially crucial that frontline workers have a voice on the committee.

"What's significant with this appointment is the recognition that frontline workers have something important to say about infection control," said Baum. "This is about getting a seat at the table for the people who do this work and know firsthand what's best for health care workers and patients."



BLUEGREEN ALLIANCE ENDORSES BIDEN

The BlueGreen Alliance (BGA), the labor-environmental partnership the USW co-founded in 2006 with the Sierra Club, announced in June that the organization endorsed President Joe Biden for re-election.

The BGA, which includes labor and environmental organizations with more than 8.5 million members, seeks to influence policy on issues including workers' rights, fair trade and climate change.

BGA Executive Director Jason Walsh said that the Biden administration not only skillfully led the nation out of the COVID-19 pandemic, but also passed historic legislation to rebuild the nation's infrastructure, combat climate change, shore up supply chains, and create more than 500,000 manufacturing jobs.

"Joe Biden is the most pro-labor, pro-environment president we've ever had," Walsh said. "He made promises, and he kept them."

International President David McCall, who co-chairs the BGA board, said the decision to endorse Biden was an easy one.

"President Biden fights on the side of working families," McCall said. "His work goes well beyond short-term fixes. President Biden is creating the kind of manufacturing policy that our nation has needed for a long time."



“Joe Biden is the most pro-labor, pro-environment president we've ever had. He made promises, and he kept them.”

BGA Executive Director Jason Walsh



USW MEMBERS JOIN SOLIDARITY MARCH IN MEXICO

A delegation of nearly 100 USW members from locals across the United States and Canada marched alongside thousands of their union siblings from Mexican metal and mine workers union Los Mineros through the streets of Lázaro Cárdenas, home to a major steel-producing complex.

The April march, which was organized by District 7 leaders and included other international union and community supporters, was part of the annual Los Mineros tribute to two members who were killed during a 2006 strike.

On Feb. 19, 2006, an explosion rocked a Grupo Mexico mine in the Mexican state of Coahuila, killing dozens of workers. In response, Los Mineros initiated strikes across the country calling for an investigation into the disaster and highlighting unsafe working conditions. Two months later, police and military fired on a crowd of strikers at the mill in Lázaro Cárdenas, killing Hector Álvarez Gómez and Mario Alberto Castillo Rodríguez.

The union's leader, Mexican Sen. Napoleón Gómez Urrutia, led the memorial activities, which included a workshop on the history of our two unions and a moving speech by the daughter of Hector Álvarez Gómez, who was four years old when her father was murdered and is now a member of his union local. The USW has had a strategic alliance with Los Mineros since 2005.

International Vice President Emil Ramirez, who joined the march this April, said it was crucial to commemorate the tragedy and to step up the fight for higher wages and better working conditions across North America.

"It's important that we continue to build solidarity with all workers around the world," Ramirez said. "Our struggles are the same. Corporate greed and worker safety don't stop at international borders, and neither should our work as a union."

“It's important that we continue to build solidarity with all workers around the world.”

International Vice President Emil Ramirez

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 _____

You may also email the information to membership@usw.org

BIDEN VISITS USW, PLEDGES SUPPORT

President Joe Biden visited the USW international headquarters in Pittsburgh in April to address an audience packed with USW members, with a message of unwavering support for American workers.

The president announced that his administration was investigating Chinese industrial practices as part of a plan to strengthen trade rules, reaffirmed his belief that U.S. Steel should remain an American-owned company, and celebrated his longtime connection to the Steelworkers.

“There’s an expression that comes to mind, that you go home with them that bring you to the dance,” Biden said. “You brought me to the dance. I’m president because of you. And I’m proud to be the most pro-union president in American history.”

Biden, a Scranton, Pa., native who is never shy about his deep connection with union workers, kicked

off his 20-minute speech talking about the long relationship he has enjoyed with the USW.

Biden noted that it was Hugh Carcella, a USW leader in Delaware and southeastern Pennsylvania, who got to know him during his 1972 campaign for the U.S. Senate and made sure other Steelworkers did, too. Biden gained the union’s endorsement in that first campaign, and went on to win the election.

“You were the first outfit ever to endorse me, as a 29-year-old kid in a tough year,” Biden said. “That changed everything.”

For Rob Hutchison, who introduced the president at the April event, the gratitude was mutual. Hutchison, of Local 1219 at U.S. Steel’s Edgar Thomson Works, said he appreciated that Biden always stands up for workers.

“He has our backs,” he said, “just like we knew he would.”

NEW BIDEN TARIFFS

LEARN MORE – PAGE 24

