

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



ALL IN *on* SOLIDARITY

2025 Constitutional Convention



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Perfectly Imperfect

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"To turn back the tide of economic injustice and corporate greed, we need to truly be all in. We can hold nothing back, and we need every member to join in the fight — for as long as it takes."

INTERNATIONAL PRESIDENT DAVID McCALL, APRIL 7, 2025, ADDRESSING THE USW INTERNATIONAL CONVENTION

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VA Cuts Hit Hard

I've been watching with disgust as the Trump administration takes a slash-and-burn approach to so many important government programs and agencies that people have relied on for decades. Some people need this vital assistance just to make ends meet.

As a veteran, it's especially upsetting to see that the administration is planning to eliminate more than 80,000 jobs from the Veterans Administration. This is an agency that already wasn't funded or staffed to the level that veterans deserve, and now the benefits our military vets earned are going to be even harder to obtain.

When Americans join the military, and especially when we send them into combat, we make an unspoken promise to them that we will look after them the same way they've looked after us. With these cuts, we're breaking that promise and leaving Americans out to dry.

About 10 million people use VA benefits. And, sadly, a significant number rely solely on those benefits for their health care. These cuts are going to create backlogs and endanger vets' health. And that's not to mention all of the other cuts to benefits the VA provides that are going to cause people to suffer.

I'm lucky because, thanks to my union, I have excellent health care. A lot of vets like me, though, whether they had a union or not, aren't so lucky.

I urge all USW members to contact their members of Congress and, at the very least, keep VA funding where it is, if not increase it. Our vets deserve better than this.

*Charlie Averill
Local 12775 Retiree
Knox, Ind.*

Always Emphasize Safety

I am a retiree from Local 329, from a Kaiser Aluminum smelter that is now closed.

I just read the article in the Winter 2025 issue of *USW@Work* about the salt mine, very well done. However, I wish you could italicize the word safety wherever it appears in any article.

I say this because my life was affected by a workplace incident that could have been prevented.

When I was a young 4½-year-old girl, my dad, Joseph Berner, had an industrial injury that he died from three days later. He passed away after an incident in which a fork truck tipped off a ramp he was crossing repeatedly to load a flatbed truck. He survived for three days, and I am glad I got to see him.

He was just 37 years old, and his birthday had been just the week before.

His accident was preventable. I think if we make the word "safety" that prominent, then maybe it will just become a more normal part of life. I think of how my life could have been different, and I do still miss my dad, even at 72.

*Cathy (Berner) Gunderson
Local 329 Retiree
Spokane, Wash.*

Workers Under Fire

I am a USW member and unit chair of 1088-4, representing workers at the University of Pittsburgh who, while they are not federal workers, are hugely affected by recent federal budget cuts.

There are more than 10,000 USW members at our university, which is a major federal contractor. The Trump administration has proposed massive

cuts to federal contracts, while giving little to no thought to the consequences of these actions and how they will affect workers and communities.

Every day, we are seeing contracts getting canceled. These funds go toward crucial studies into things like Alzheimer's research, suicide prevention and other public health issues.

Every time one of these contracts gets canceled, people lose their jobs. Many of my co-workers, USW members, are at risk of losing their jobs and seeing their work upended.

We're already seeing hiring freezes, major spending cuts and closed facilities. Not only that, these cuts also mean that when students come to schools like ours, they are going to be paying higher tuition, they will have fewer class choices with larger class sizes, fewer teachers and fewer resources.

Families and state taxpayers will end up on the hook to make up some of these gaps. In the end, our entire economy is at risk when massive cuts like this take place.

As bad as this situation is, if my co-workers and I were not USW members, things would be so much worse.

I ask my fellow members – please contact your lawmakers, go to a rally, make your voice heard in this fight, because in the end, this affects all of us.

*Tyler Bickford
Unit Chair, Local 1088-4
Pittsburgh*

Editor's Note

For more about how workers are fighting back against cuts to federal programs, see story, page 18.

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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ALL IN *on* SOLIDARITY

'NOTHING CAN STOP US WHEN WE ARE ALL IN'

International President
David McCall

Convention Delegates Commit to a Future of Organizing, Mobilization

Every USW member across North America must join the fight against wealthy elites who want to silence and exploit working people.

International President David McCall imparted that message to a hall packed with energized union members this April as he delivered his keynote address to the 2025 USW International Constitutional Convention at Caesars Forum in Las Vegas.

"To turn back the tide of economic injustice and corporate greed, we need to truly be all in," McCall said as he outlined the theme of the four-day event – "All In."

"We can hold nothing back, and we need every member to join the fight – for as long as it takes."

'UNDER ATTACK'

Heeding McCall's appeal, the 2,000-plus convention delegates debated and passed more than two dozen resolutions committing the union to fighting for members' core values of workers' rights, strong wages, fair trade, affordable health care, safer workplaces and secure retirements.

"We are under attack," observed delegate Corey O'Daniel of Local 9-01197, who spoke from the convention floor in support of a resolution calling for stronger pro-worker laws and opposing the recent attacks on workers and surge in union-busting. Leading the resolutions committee were Chair Roxanne Brown, international vice president, and Secretary Bernie Hall, District 10 director.

Delegates pledged that USW members would employ "every policy tool" to level the playing field for workers seeking union contracts and to defeat any elected official who stands in the way.

The union "will not rest," delegates said, until Congress passes and the president signs a comprehensive update to labor law making it easier for workers to organize and gain a voice on the job.

SETTING THE TONE

Every three years, USW convention delegates – elected by local rank-





and-file members throughout the union – meet to set the direction of the USW for the future, update the organization's constitution, and hear from their fellow workers and allies around the world about the opportunities and challenges facing the labor movement.

Workers can take advantage of those opportunities and meet each of those challenges, McCall said, if they are truly united in solidarity.

"Being all in isn't a one-time action, and it isn't a bet. It's our way of operating, 24 hours a day, 365 days a year," he said. "Nothing can stop us when we are all in."

Since the union's 2022 convention, he said, USW activists achieved key victories advancing workers' rights, including anti-scab legislation in Canada and the roll-back in 2023 of Michigan's so-called "right to work" (RTW) law, a corporate-backed measure meant to destroy unions.

FIGHTING BACK

Delegates heard, via video and floor

speeches, stories of how union members painstakingly elected pro-worker majorities in the Michigan legislature as well as a pro-labor governor, Gretchen Whitmer, and then turned out for rallies to ensure they quickly killed RTW.

"I think the Steelworkers were the biggest part in getting 'right-to-work' repealed," said delegate Kent Holsing, president of Local 12075 in Midland, Mich.

In his address, McCall noted that greedy employers will never stop trying, as they did in

Michigan, to pad their profits at the expense of workers.

"It's not just about helping the ultra-wealthy get wealthier," he said. "It's about making sure we don't share in the wealth we create."

Delegates cheered on their fellow members who are fighting back, offering a rousing ovation in support of workers locked out of their jobs or forced into unfair labor practice strikes by greedy employers.

Sometimes, McCall noted, those battles can take years to win, as in the case of Asarco, the mining giant that picked fights with USW members in the Southwestern United States for more than a decade.

Still, he said, through their collective strength, solidarity and commitment to the cause, those workers prevailed. "Through our unity and our determination, we're balancing the scales against powerful foes," he said.

ORGANIZING WINS

In addition to members' bargaining and legislative victories, convention delegates celebrated the USW's recent organizing successes, including at Blue Bird Bus Co. in Georgia, at Starbucks locations across Canada, and at the University of Pittsburgh.

In addition to those high-profile wins, workers have successfully organized thousands of new members in mining, forestry, health care, manufacturing and elsewhere, McCall said.

Delegates took to the microphones spread across the convention floor to celebrate that success while pledging to continue it, passing a resolution – "Organizing for Power" – that committed the union to stepping up its work, begun by late International President Tom Conway, to employ rank-and-file members in campaigns to bring new workers into the union.

The crowd stood and cheered as McCall recognized representatives of the locals who joined the USW since the 2022 convention.

"Change starts from within," observed Dee



KIM CORONA

LOCAL 1853 | D12

"I see the protection that we have with our union, the level of education that we receive ... and I often wonder what it's like to be in another union and if they are as privileged as I feel we are."

Thomas, a worker at Blue Bird and delegate from Local 697. "I believe that everybody deserves the same opportunity to organize on the job."

Members delivered another ovation when McCall asked first-time convention attendees to stand, and hundreds rose to their feet.

As more young workers join the USW, members said, they will understand the difference a union makes in their lives and the lives of their families and communities.

"We are improving the lives of the people who are coming up behind us," Local 9597 President Sherry Charette said, noting the dental benefits in her USW contract enabled her to get a crown "for the first time ever."

Many workers overcame employer opposition and other challenges to organize. But the stakes couldn't be higher, delegates noted, with unions providing the only true firewall against corporate power, Wall Street greed and widening inequality.

Chris Frydenger, president of Local 7-838 in Decatur, Ill., told fellow delegates about his work helping to organize thousands of new members at the University of Pittsburgh and declared: "I'll remember this for the rest of my life."

EVERYBODY'S UNION

Delegates called on the USW to focus on groups eager for representation, "such as



KATHY WHITAKER

LOCAL 14637 | D8

"When I hear 'All In,' that means everybody, every race, everybody. Knowing that you have backup, knowing that you have somebody representing you and standing up for you really means a lot. You've got a family."



younger workers, women, people of color, and new immigrants to both Canada and the United States."

"Let's build a movement where no worker is invisible," urged Parvinder Kaur, president of Local 5296 in Mississauga, Ontario. "When we stand together, every sector gets stronger."

That solidarity can create a snowball effect where workers become eager to emulate the success of their friends and neighbors in the labor movement, McCall said.

"We are going to organize like hell," he vowed, urging USW members to mobilize their fellow workers through the union's Health, Safety and Environment, Women of Steel, Civil and Human Rights, Next Gen, Veterans of Steel and SOAR groups to make their voices heard.

Convention delegates agreed, passing resolutions throughout the week that doubled down on the union's support for each of those essential programs and committees at the international, district and local levels.

"We must flex our collective strength," McCall said. "To make so much noise that they have no choice but to listen to us."

UNITY ON CANADA

On the convention floor, members were united in solidarity as speakers from both the United States and Canada called out the on-again, off-again trade war that the Trump administration has waged on its neighbor to the north.

The unnecessary and chaotic scheme has the potential to cost workers good jobs in both countries, McCall said.

"Our union won't stand for it," he said.

Delegates made that clear by passing a pair of resolutions focused on fighting together for fair trade and growing manufacturing.

Members spoke passionately from the floor about how unfair trade has affected jobs at their workplaces and how the USW leads the way in working to revitalize the manufacturing sector across North America.

Speakers agreed that in those fights, the United States must focus on trade cheaters like China, not trusted allies like Canada.

MORE COVERAGE

For more coverage of the USW Constitutional Convention, including the 2025 Officers' Report, delegate profiles, awards, resolutions, additional photos and videos, visit by scanning this code:



usw.org/usw-convention

Delegate Tommy Daniel of Local 9-237 in Georgia said the only way forward is for all workers to stand together and not back down.

"It's time for us to quit all this talking and start doing the walking," he said.

The USW must focus its efforts on the effects of illegal imports, particularly from China, delegates declared, and step up the

fight against practices like dumping, subsidies and abuse of workers.

Members pledged to cooperate across borders in fighting to reform existing trade remedies, educate members about the effects of unfair imports, ensure trade agreements protect workers, and advocate for relief programs like Trade Adjustment Assistance.

Delegates also passed resolutions redoubling the union's commitment to bargain ever-stronger contracts, to run strategic campaigns leveraging the union's Building Power program, and to make affordable, quality health care a basic right in every country where the union represents workers.

POWERFUL FORCE

If they truly go all in on solidarity and use their strength, McCall said, workers can become more powerful than the wealthy few who try to divide them.

The way to rebalance the scales of power, he said, is to use the collective voice of labor through education, bargaining, organizing, mobilizing and lobbying.

"We are so much more powerful when we're united," McCall said. "We are going to win by being all in."



ZAC MARANAN

LOCAL 9074 | D3

"I'm all in. It's in my heart. This is a great union. I am an immigrant, and it really helps me that everybody is equal, especially in the workplace. We are all human, and the USW takes care of all human beings."



International President David McCall, left, and International Vice President Roxanne Brown, right, presented former U.S. Sen. Bob Casey with the inaugural Thomas M. Conway Lifetime Achievement Award.



PAULA UHING

LOCAL 2-00369 | D7

"We stand for health and safety in the workplace, we stand for higher wages, equity, diversity, inclusion. If you feel that you are being wronged, we are there, we are stepping in."

USW HONORS SENS. CASEY, BROWN WITH INAUGURAL CONWAY AWARDS

| Delegates Pledge Cross-Border Solidarity with International Allies

His voice cracking with emotion, International President David McCall took the stage at the midpoint of the USW convention to present the first-ever Thomas M. Conway Lifetime Achievement Award to former U.S. Sen. Bob Casey of Pennsylvania.

As McCall introduced Casey, a spotlight fell on an American flag behind the rostrum – one of the flags presented to Conway's family by the honor guard detail at the memorial service that followed his passing in 2023.

"I want to thank the Conway family," Casey said, "for giving us Tom Conway."

The USW International Executive Board voted to establish a tradition of presenting the Conway award to champions of labor at each USW convention. Casey shared the inaugural award with another former U.S. senator, Sherrod Brown of Ohio, who, like Casey, joined the Senate in 2007 and served until January 2025.

Friends and colleagues for 18 years, the pair fought tirelessly for the most important issues facing USW members, including workers' rights, affordable health care, fair trade, workplace safety and retirement security.

Brown, in a video address, thanked USW members for their commitment to workers' rights, calling attention to the canary pin he has worn on his lapel each day for 25 years, a symbol of what once was one of the few pieces

of safety equipment provided to mine workers.

"It symbolizes all that this union does, fighting for justice," Brown said.

In a personal address, Casey reminded delegates that his father, when he was Pennsylvania governor in 1992, dedicated a statue called "The Pennsylvania Worker," which for 18 years stood outside the governor's residence in Harrisburg.

The statue was meant to celebrate the workers who built the nation and fought to make sure that work delivered good pay and benefits as well as dignity and justice.

"None of those things could have happened," Casey said, "without the men and women of steel."

GERARD TRIBUTE

In addition to memorializing Conway, convention delegates paid tribute to another former USW international president, Conway's predecessor Leo W. Gerard.

Retired National Director for Canada Ken Neumann announced to delegates that the University of Toronto's Centre for Industrial Relations and Human Resources established the USW/Leo Gerard Chair last fall as a tribute to Gerard's lifelong commitment to workers' rights.

The post will enhance research on workers' rights and labor relations, Neumann said.

"This chair is also a tribute to our union as a whole and to the leadership and the dedication that each and every one of you displays every day in the work of your local unions across Canada and the United States," he said.

FEDERAL WORKERS

As the convention's third day drew to a close, delegates welcomed a panel of workers who spoke about how the Trump administration's attacks on federal agencies not only devastated workers but threatened essential services.

The firings of hundreds of thousands of workers, they said, are just the first salvo in a broader assault on labor rights.

"If it can happen to me, it can happen to you," said Shernice Mundell of the U.S. Office of Personnel Management and a member of the American Federation of Government Employees (AFGE).

Workers were fired in a "disorganized, illegal and cruel" process, said Lahoma "Sue" Parton, president of the Federation of Indian



SHARIF ALI

LOCAL 3950 | D6

"A lot of times, young people are left behind. It's very important for us to have a space where we can learn together, grow together, so that as people age out there will already be replacements. Make space for us."

Service Employees, American Federation of Teachers, Local 4524.

Instructors at tribal colleges received termination notices mid-semester, she said. Another panelist, Steven Gutierrez, a national business representative with the National Federation of Federal Employees (NFFE), said some wildland firefighters received termination emails while in the process of fighting fires.

"People are going to die," he said, warning that the job cuts come as the heart of the wildfire season approaches. "Communities are going to burn."

Trump followed up his decimation of the workforce by arbitrarily cutting collective bargaining rights for hundreds of thousands of other federal workers who remained at their posts.

"It is not just the federal government," cautioned Cameron Hilaker, an AFGE member who lost his job as a USAID emergency management specialist. "They will come for you next."

Panelists urged workers to band together, describing solidarity as the only sure way to stop the war on workers.

INTERNATIONAL SOLIDARITY

In addition to pledging solidarity with their siblings across the United States, convention delegates resolved to build stronger ties with labor groups across the globe to challenge the power of multinational corporations.

International President David McCall welcomed guests from 18 countries, including a half-dozen who spoke, in person and on video, about the need for cross-border solidarity.

"This really inspires us back home," said Kalpona Akter of the Bangladesh Center for Workers' Solidarity. "Every time we need you, we are happy that you have our back."

Macon Michel Vasconcelos da Silva, of the CNM/CUT metalworkers' union of Brazil, detailed his nation's struggle with totalitarian leadership. He noted that dictators always promise workers will share in a bigger economic pie. "But we, the working class, never got our slice," he said.

That began to change, he noted, when Luiz Inácio Lula da Silva (Lula) regained the presidency in 2023. Lula, a champion of labor, was wrongly imprisoned before his conviction was overturned in 2021.

Similarly, Napoleón Gómez Urrutia, pres-

ident of the Mexican mine and metalworkers' union Los Mineros, was forced into exile while fighting bogus corruption charges.

Gómez delivered a written address, read by USW Director of International Affairs Ben Davis. "We share more than causes," he declared. "We are a family."

Simon Dubbins, of UNITE the Union in Great Britain and Ireland, urged workers not to let wealthy elites divide them.

"Workers in different countries always have more in common with each other than they do with the bosses," he said.

Dubbins reminded delegates of the efforts to exonerate Lula and Gómez, which often seemed impossible. "When were the battles we've had to fight ever easy?" Dubbins asked.

Delegates from companies including Dow, Goodyear and others, spoke passionately from the floor about the importance of international solidarity, listing the ways in which workers rely on cross-border solidarity to fight back against greedy employers.

Via video, workers at the Firestone rubber plantation in Liberia spoke of how the USW and the Solidarity Center have supported them as Firestone attempts to weaken their union by replacing full-time workers with low-paid contractors.

"Firestone management is very intentional. They know what they are doing," said Deddeh Tulay, the Solidarity Center's deputy program director for West Africa.

Many workers in Liberia would be forced to accept exploitative conditions if not for their union, which the contractors voted by more than 90 percent to join last August.

"If they could get away with treating us the way they do in Liberia," said International Vice President Kevin Mapp, "they would."

VIDEO ADDRESSES

Other guests who addressed the delegation via video included Kentucky Gov. Andy Beshear, U.S. Sen. Raphael Warnock of Georgia, U.S. Reps. Brendan Boyle and Chris Deluzio of Pennsylvania, Nikki Budzinski of Illinois, Marcy Kaptur and Emilia Sykes of Ohio, Ro Khanna of California and Donald Norcross of New Jersey, and Canadian Premiers David Eby of British Columbia and Wab Kinew of Manitoba.



GUEST SPEAKERS

LIZ SHULER

The AFL-CIO president delivered a rousing call to action for delegates to go "all in on solidarity" at what she called a generational turning point for the labor movement.

"Solidarity is not a word on a sign for this union," Shuler said. "Solidarity is lived out every single day. When they come for one of us, they come for all of us."

Shuler praised USW members for standing with federal workers amidst the chaos in Washington and said that the labor movement is more united than ever.

"Every time we have been knocked down in history, we get back up fighting," she said. "If we do the work right now, we'll come out of this moment more powerful than we've ever been."



RORY PIERCE

LOCAL 6115 | D11

"Unions, I think, balance the scale. They keep corporations from running out the little guy. It puts us on an even playing field with the bigger corporations and the bigger people."



FRED REDMOND

The longtime USW leader and current secretary-treasurer of the AFL-CIO urged union members to meet growing challenges with a new commitment to organizing and mobilizing workers.

The current environment can make workers feel discouraged, but labor leaders understand how to create the future they want, because they've done it before, said Redmond, USW international vice president from 2006 to 2022.

"We are the voice of those who, today, feel hopeless," Redmond said.

The answer to that feeling, he said, is to organize and energize a new generation of workers across North America to grow the labor movement and build a future that prioritizes the rights of workers and allows them to exercise their collective strength.

"The future is ours to shape," he said. "We know the way forward."



TIM BURGA

The president of the Ohio AFL-CIO – a longtime USW member – called on union members to look for the true meaning of solidarity – not just as an idea but a way of life.

"What does solidarity mean in practice, and why do we need to be all in right now?" Burga asked. "The United Steelworkers showed me firsthand what solidarity looks like."

A third-generation Steelworker and grandson of a union coal miner, Burga said true solidarity empowers workers to fight back against the pitfalls of globalization and privatization and balances the scales when it comes to unjust employers and anti-worker policies.

"Our collective strength holds power that money can't buy," he said. "The struggle requires all labor to come together."



MAURICE COBB

The Pennsylvania AFL-CIO secretary-treasurer delivered a heartfelt address that centered on the enduring strength of solidarity.

Cobb, a fourth-generation steelworker and U.S. Army veteran, spoke of his early days with USW Local 1688 at the former Bethlehem Steel plant in Steelton, Pa. It was through conversation, curiosity and mutual respect, he said, that he learned the depth of unity that makes the labor movement strong.

"We found common ground around that break room table, simply by listening to each other," he said.

He urged union members to stay united as they face unprecedented threats to organizing and collective bargaining.

"We didn't all vote for the same person last November," he said, "but we're still on the same team."



DONNETA WILLIAMS

LOCAL 1025 | D9

"We've got to stay in the fight. We're going to be active, we're going to advocate. We will not be silenced or bullied. We love to fight back. When people push on us, we're going to push back harder."



ALL IN *on* SOLIDARITY



ANDY BESHEAR

The pro-union Kentucky governor told the delegation that it was hard-working union labor that built the country and created the middle class.

"Today, you continue to fight for a better life, better wages, better benefits and better safety for all families," he said.

Beshear said he was proud to support members of Local 1693 as they fought back and won against a decertification effort at Conco Inc. in Louisville, Ky.

"You all have fought for our families for decades," he said. "Now it's our turn to fight for you."

Beshear said his state achieved economic growth and record-low unemployment because of his support for the strong wages and good benefits that come with union membership.

"I'll never stop fighting for what's right," he said, "and I will never stop fighting for you."



DAVID EBY

The premier of British Columbia delivered a video address in which he stressed the long U.S.-Canada friendship, and urged

delegates to work together to build a brighter future for workers in both countries.

Eby emphasized the importance of solidarity, noting that worker power led to important milestones like the eight-hour workday and continues to empower workers during the most difficult times.

He stressed that tariffs hurt working families on both sides of the border, telling delegates, "We didn't ask for this trade war."

Eby cited the many shared priorities of U.S. and Canadian workers and called the convention an opportunity to "improve the lives of your members."



NATHAN LAFOLLETTE

LOCAL 12075 | D1

"At the end of the day, we rise together. If we can't do things together, we're all going to fall apart. Unions give us the best chance to get the best outcome for everybody. These aren't just simply platitudes or words we say, these are actions we are going to take."



STEPHANIE BROOKS

LOCAL 48M | D13

"It's a generational thing. My family all retired from the glass factory I work at. Being young and being around the union as a young kid and now taking that on also is pretty cool."



WAB KINEW

The premier of Manitoba stood alongside four USW members at the Selkirk steel mill to deliver a video message praising convention delegates for

"standing up for the rank and file."

Kinew acknowledged the tireless contributions of workers across Manitoba and beyond. He also cited his own efforts to boost working people like those at the Gerdau-owned Selkirk complex.

"We're taking steps to make life more affordable in a challenging economy," he said, adding that the province passed anti-scab legislation "to make sure that nobody can take your job when you're standing up for your rights." Kinew said he would partner with the USW on other initiatives, assuring delegates, "We look forward to doing many important, great things together."



EMILIA SYKES

In a video address, the representative for Ohio's 13th U.S. congressional district thanked USW members for their support of working families and

their continued fight for fair trade and domestic manufacturing.

"Domestic steel production is crucial to the United States' economy and key to our global competitiveness," Sykes said. "But too often, these jobs are leaving our communities due to unfair trade policies."

Congress must fight for programs like Trade Adjustment Assistance to support workers affected by unfair imports, Sykes said, while also calling on her colleagues to pass the Protecting the Right to Organize (PRO) Act to spur union organizing.

"The work that you do matters," Sykes said. "Working families in our economy are strongest when our unions are strong. We all have a responsibility to stand up and fight back."

ALL IN *en* SOLIDARITY



DELEGATES VOTE TO REQUIRE LOCAL NEXTGEN COMMITTEES

Constitutional Amendment Focuses on Preparing New Members for Leadership



Each USW local union is now required to maintain a Next Generation committee among the local's standing committees, according to an amendment to the USW International Constitution.

Convention delegates overwhelmingly passed a handful of amendments to the USW constitution during the union's convention in April, the most significant of which created a new Section 16 in Article VII, stating that every local union shall establish a NextGen group, charged with educating and preparing the union's future leaders and activists.

In conjunction with the constitutional change, delegates passed a resolution to provide new and young members with additional leadership training, activism opportunities and a deeper role in the union.

Delegates also voted to ramp up the union's longstanding investment in member education and development, pledging a continued focus on the USW Leadership-Scholarship program and other in-person and online training to equip members with tools they need to lead and organize.

Educating the next generation "brings to our locals an opportunity to train the leaders of tomorrow, bring that information back to our locals and mentor the young people coming into our workforce," said delegate Bonnie Reese of Local 7687 in Pennsylvania

at the union's 2011 convention to formally establish the NextGen program, which continues to inspire hundreds of new leaders each year to drive education, networking, service and mobilization efforts in Steelworker communities across North America.

The NextGen committee requirement followed an amendment delegates passed at the 2022 convention that established the Veterans of Steel committee as a standing committee in each local. Leading the constitution committee were Chair Donnie Blatt, District 1 director, and Secretary David Wasiura, District 4 director.

In addition to the NextGen change, delegates debated and ratified the following amendments to the union's constitution:

VIRTUAL MEETINGS

Delegates approved changes to Article VII, Section 5, to allow local unions to request approval from the international to hold virtual membership meetings. Locals would be required to show that their circumstances justify the need to break from longstanding in-person meeting requirements, and, if approved, follow critical security guidelines. No local would be required to give up in-person meetings or change any special bylaws they currently have in place.

HOUSEKEEPING CHANGES

Delegates updated years, months and days on the cover page and in various articles throughout the constitution as needed to keep the document up to date.



Charleeka Thompson
Director, NextGen



TIM SUTTER

LOCAL 10-00729 | D4

"With the trying times that labor is now thrust into, we have to leave here with a sense of unity, purpose and strength. Organized labor is definitely under attack."

USW members voted

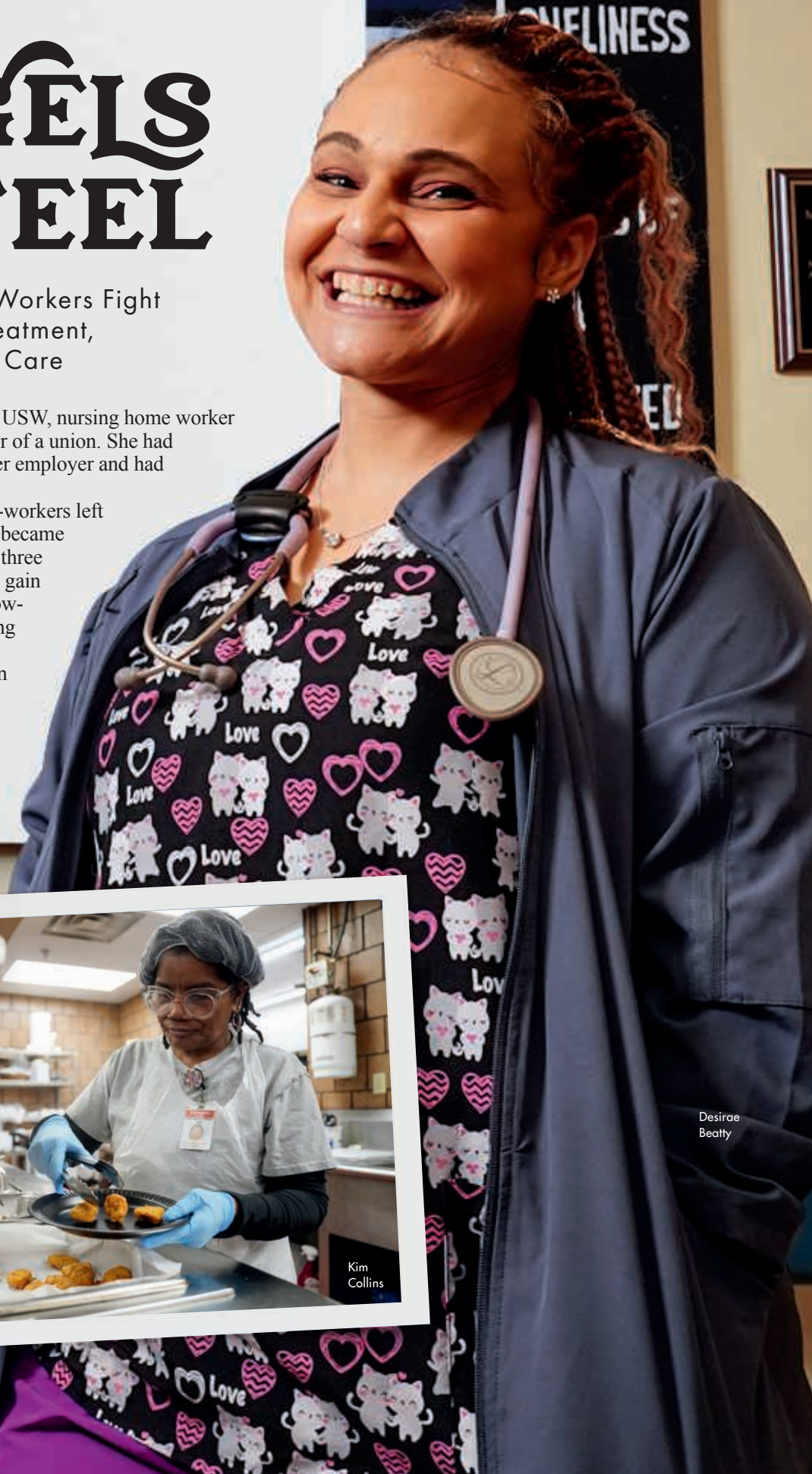
ANGELS OF STEEL

Nursing Home Workers Fight
for Fair Treatment,
Quality Care

Even before she joined the USW, nursing home worker Desirae Beatty knew the power of a union. She had been unjustly discharged by her employer and had to fight to regain her job.

By the time she and her co-workers left their former union behind and became members of USW Local 9002 three years ago, Beatty was ready to gain the recognition, respect and powerful voice that come with being a Woman of Steel.

“We knew what can happen without a union,” Beatty said. “We knew what was taken away from us, and we knew we needed a union.”



Desirae
Beatty

UNITED STEELWORKERS
USW
HEALTH CARE WORKERS COUNCIL



Kim
Collins

Power in Numbers

The vote to make that happen, in January 2022, was remarkable in at least one way – out of approximately 500 members across the four county-run Kane Community Living Centers

in Western Pennsylvania, not one worker cast a “no” ballot.

“There is power in numbers,” Beatty said in recalling the unanimous support. “It was amazing to see how we all banded together.”

Workers coming together to support one another is one of the best things about her job at the Kane home in McKeesport, Pa., said Kelcee Aldridge, a certified nursing assistant (CNA).

“Everyone becomes

family, the residents and the staff,” said Aldridge, who has worked at the Kane home for four years. “Some family can’t come in very often, but the residents have us.”

Family Atmosphere

The residents appreciate that family atmosphere as well, showing deep affection for the USW members who care for them, with some referring to their caregivers as “angels.”

“The nurses and aides are the best,” said resident Josephine Chappel, who leads the residents’ council at the McKeesport home and who herself had a 25-year career as a CNA.

For CNA Tracy Dodds, the family feeling runs deep, since her own mother is a resident at her facility where she works.

“I treat all my patients as if they were my parents,” said Dodds, a grievance officer for Local 9002 who has worked as a CNA for 24 years.

The four Kane Community Living Centers, which opened in 1958, provide both long- and short-term care to residents of Allegheny County. The centers range in size from 240 to 360 beds, with a total of about 1,050 residents across the entire system.

‘It Was Rough’

Dodds said that in the time between leaving their former union and becoming USW members, the workers had to endure a year without representation.

“It was rough,” she said. “We had no protection at all.”

In addition to showing the workers firsthand the difference a union can make, that yearlong ordeal brought the members closer together.

“It was exciting to get the union back,” Dodds said.

“
We knew what can
happen without a
union. We knew what
was taken away from
us, and we knew
we needed a union.”

Desirae Beatty, Local 9002



Toni
Lesko



Elizabeth
Bandi



Trich Stiegler

PROGRESS NOTES

CONSULT/HOSP. REPORTS

DATA BASE



Debbie
Klemens



Kristina
Miller

For housekeeper Kevin Patterson, who was a part-time worker for five years, joining the USW meant that he would receive fair wages after years of getting paid less per hour than full-timers doing the same work.

“The union said no, we don’t do that,” Patterson said. “They can’t get away with what they were doing before.”

Quality Care

Being a part of a union allows the workers not only to advocate for a better quality of life for themselves and their families, but also to make sure their patients get the quality care and attention they deserve, said food service worker Janine Gantt.

Gantt said she was one of several workers who received back pay and increased wages after years of working part time.

Member Wendy Mance was originally forced to take a pay cut when she shifted from nursing to working in the laundry. But being a member of the USW helped her change that, too.

“I felt like I was being punished,” Mance said. “The union pulled me right back up to where I was.”

Making sure all workers at the facility are held to the same standards – regardless of their job title or department – was one of the main reasons they wanted the union, said CNA Amy Yeager, recording secretary for the Kane unit.

“We want everyone to be treated fairly,” Yeager said.

Workers apply that same approach to their residents, making sure – in addition to their regular day-to-day duties – that residents have a gentle hand to hold when they need it, and a friendly face to help them through difficult days.

“It takes a special person to do this work,” said Dodds. “It’s a hard job, physically and mentally.”

Whether they work in the kitchen or the laundry, as groundskeepers, material handlers, recreation aides, CNAs or licensed practical nurses (LPNs), the USW members at the Kane homes never stop fighting for their patients and their co-workers, Dodds said.

“I feel like my work is never done,” Dodds said. “This place is

always with me.”

The work can often be emotionally and physically draining, Beatty said, particularly in the wake of the COVID-19 pandemic and other public health issues like the past year’s flu outbreak, which was the worst in 15 years.

Still, workers say they take pride and satisfaction in knowing that the jobs they do make a difference in their patients’ day-to-day lives.

“I love to help people,”

Dodds said.

Always Organizing

In addition to the workers at the Kane nursing facilities, Local 9002 also represents workers in the Allegheny County court system, and non-professional medical employees at the county jail.

In total, the USW represents about 650 workers employed by the county.

“We’re proud that these essential workers chose to become part of the USW,” said District 10 Director Bernie Hall, who represents about 50,000 members across Pennsylvania. “They joined us because they want the same treatment that all workers deserve - respect, dignity and a voice on the job. That is never more important than in a health care setting.”

Unlike many of their union siblings in the private sector, the Kane workers and other public sector employees can avoid their responsibility to pay union dues thanks to the 2018 decision from the Supreme Court’s anti-union majority in the case of Janus vs. AFSCME.

That’s why Beatty and her fellow leaders in Local 9002 consistently work to organize and energize their fellow members, to make sure they maintain the same level of pride in being part of the USW that they have in providing high-quality patient care.

Beatty said she never wants to see her co-workers return to the days of having no union protection.

“It’s amazing to see the difference when you have a union that fights for you,” Beatty said. “We know the power of the union.”



Edward Faircloth



Cruz Quezada

GLASS MAKERS RATIFY CONTRACTS

Three-year Agreements at Ardagh, O-I Cover 5,600 Members

USW glassmakers ratified new three-year agreements this spring that cover a total of 5,600 members at 21 O-I and Ardagh locations across the United States.

The new agreements include annual wage increases, boost retirement benefits, and maintain quality, affordable health care for members and their families.

Members were able to achieve those gains despite the fact that the two companies came to the table with plans for deep concessions on holidays, cuts to retirement benefits, steep increases in health care costs, and forced overtime

Steadfast Solidarity

But none of those concessions became a reality,

thanks to the steadfast solidarity of USW members, said GMP Council Chair Claude Beaudin, who led the union's bargaining.

"Members fought back in the face of concessions and unreasonable demands, and showed strength and solidarity across the whole company," Beaudin said. "These workers should be proud of the agreements they achieved by working together."

The USW's master agreements with the two companies cover issues including wages, health care, retirement benefits and other economic and non-economic benefits. Local agreements at individual facilities cover issues specific to each plant.

The contracts covering workers in the hot end (automatic machine departments) and the cold end (production and maintenance departments) expired on March 31. The new agreements run through March 31, 2028.

Separate master contracts covering mold makers expire on August 31. Bargaining was set to get under way with those locals as *USW@Work* went to press.

Industry Challenges

Bargaining in the container glass industry has been challenging in recent years due to a rise in unfair imports, changes in consumer habits and increased use of alternative packaging, Beaudin said.

"Those challenges made bargaining difficult, to say the least," Beaudin said. "But strong communication among local leaders, and solidarity among rank-and-file workers across the country, helped to turn the tide."

Regular meetings of local leaders, through the USW Glass Council and other USW-member-led industry groups, has helped workers build that communication and solidarity, he said.

USW Glass Workers

Overall, more than 20,000 USW members work in the glass industry

throughout North America, producing a wide range of products, including glass containers, fiberglass, specialty glass, auto and architectural flat glass, consumer glass and lighting glass.

In addition to the mold makers' contracts at O-I and Ardagh expiring in August, the USW will negotiate new contracts covering glass container workers and mold makers at Anchor Glass next year.

Beaudin said that, at O-I, Ardagh and elsewhere, one of the biggest challenges facing the industry is the declining demand for consumer glass.

"We're seeing that customers are consuming less alcohol, and in many cases, producers are turning to paper bottles, boxes and other types of alternative packaging, which cost less to ship and are less prone to breakage," he said. "All of these factors put pressure on glass makers."

Shaquala
Tillery

Nigel Ball

NEW ARDAGH AGREEMENT COVERS 2,900 MEMBERS

LOCALS

254M Madera, Calif.
30M Pevely, Mo.
239M Sapulpa, Okla.
96M, 121M Dunkirk, Ind.

LOCALS

266M Burlington, Wis.
166M Dolton, Ill.
222M Henderson, N.C.

LOCALS

54M, 75M Port Allegany, Pa.
14M, 65M Winchester, Ind.
4213 Bridgeton, N.J.

NEW O-I MASTER AGREEMENT COVERS 2,700 MEMBERS

105M, 172M, 178M Zanesville, Ohio
28M Brockway, Pa.
110M Crenshaw, Pa.
168M Winston-Salem, N.C.

137M Los Angeles
177M Tracy, Calif.
195M Muskogee, Okla.
112M Portland, Ore.

140M, 3M Streator, Ill.
89M Danville, Va.
33M Toano, Va.
207M Lapel, Ind.



LOCAL NUMBER 10-670	
LOCATION Lititz, Pa.	
DESCRIPTION	
Producer of:	
-Listerine	-Lubriderm
-Bengay	
-Neosporin	-Benedryl
-Polysporin	Cream
-Aveeno	
-Desitin	-Baby Oil
-Neutrogena	for Kenvue



Union-Made Personal Hygiene

For more than 32 years, Tim Dunigan has worked at a factory in the small town of Lititz, Pa., population 10,000, producing well-known consumer health products like Listerine, Lubriderm, Bengay, Benedryl Cream, Neosporin and others.

For about 22 of those years, he has served as president of Local 10-670, which represents workers at the plant. Because they produce some of the most well-known and widely used consumer care products in the world, Dunigan and his co-workers are dedicated to maintaining a safe, clean work environment with the highest levels of quality control and efficiency.

“When we meet people and they ask what we do, they are surprised to know that many of the brands in their homes are made right here

in Lititz,” Dunigan said.

For years, Warner-Lambert operated the factory, until it was acquired by Pfizer in 2000. In 2006, Johnson & Johnson purchased Pfizer’s consumer health care business and took over operations in Lititz. In 2023, J&J spun that part of its business off into a new company called Kenvue.

Over the years, the members in Lititz also have been part of three different international unions – OCAW, PACE, and, since 2005, the USW.

Through all of those changes, the workers maintained their dedication to making the best products in the world, including about 675,000 bottles of Listerine each day.

In total, workers at the factory expect to turn out 296 million product units this year, across the company’s full lineup of brands.

All the while, Dunigan and other USW members consistently work together to make sure they keep good, union jobs in their community.

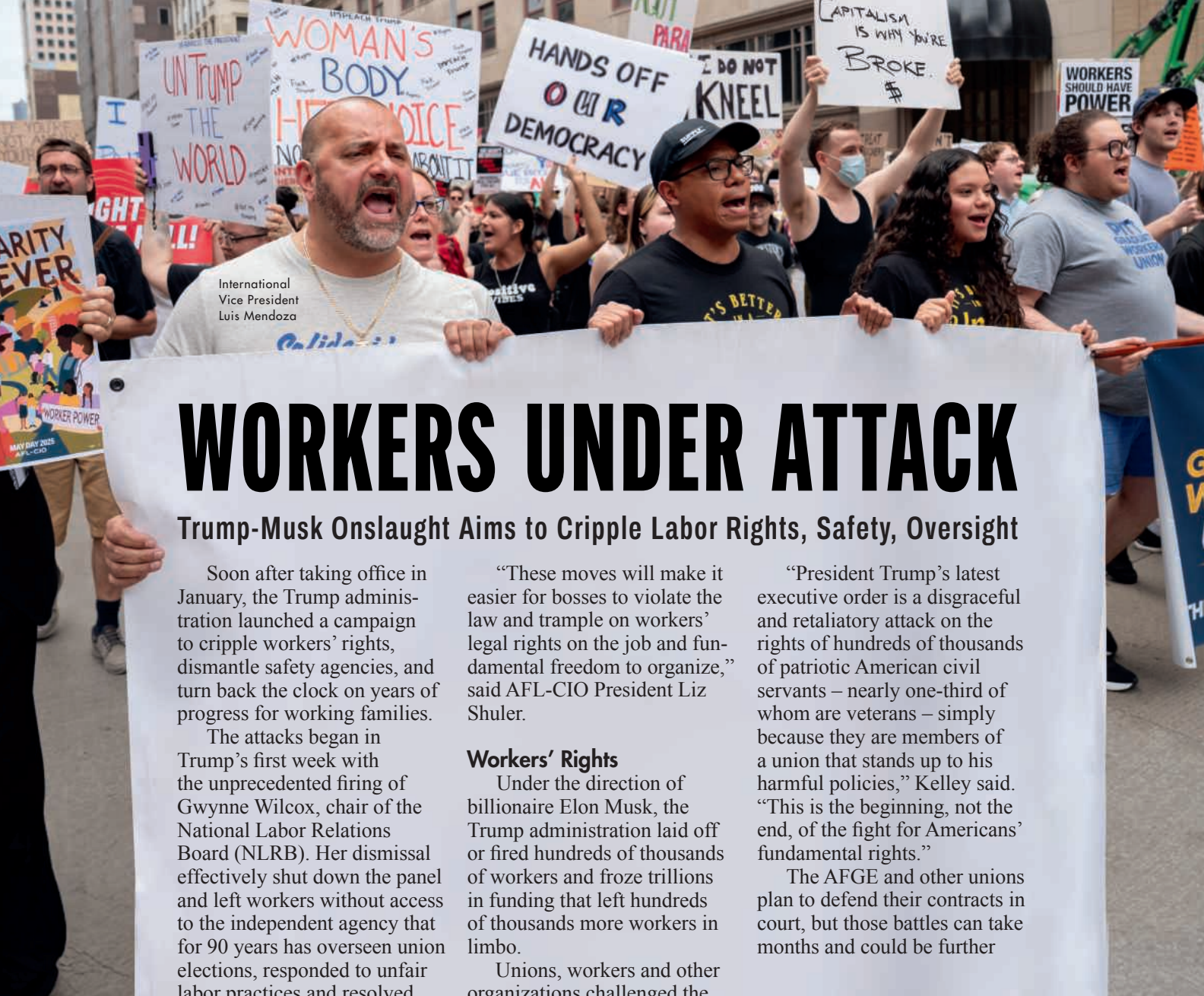
“The management on site and the union have always had a good relationship, with the understanding how important it is to keep the jobs in Lititz,” Dunigan said. “We all understand there will always be changes, and our ultimate goal is always to work together in the best interests of the site, the people that work here and the community.”

Tim Dunigan

USW Made is a feature focusing on products made by USW members that consumers can purchase.

Follow the #USW Made hashtag on social media and check out the #USW Made 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.





International
Vice President
Luis Mendoza

WORKERS UNDER ATTACK

Trump-Musk Onslaught Aims to Cripple Labor Rights, Safety, Oversight

Soon after taking office in January, the Trump administration launched a campaign to cripple workers' rights, dismantle safety agencies, and turn back the clock on years of progress for working families.

The attacks began in Trump's first week with the unprecedented firing of Gwynne Wilcox, chair of the National Labor Relations Board (NLRB). Her dismissal effectively shut down the panel and left workers without access to the independent agency that for 90 years has overseen union elections, responded to unfair labor practices and resolved labor disputes. Trump also fired NLRB General Counsel Jennifer Abruzzo.

Wilcox sued, seeking reinstatement as a result of statutory language protecting NLRB members from arbitrary dismissal and longstanding Supreme Court precedent upholding such protections. The Trump administration hopes to overturn these protections, and the case is slated for consideration before the high court.

In the meantime, only two of five NLRB seats are filled, and the board is prevented from deciding cases due to a lack of quorum.

"These moves will make it easier for bosses to violate the law and trample on workers' legal rights on the job and fundamental freedom to organize," said AFL-CIO President Liz Shuler.

Workers' Rights

Under the direction of billionaire Elon Musk, the Trump administration laid off or fired hundreds of thousands of workers and froze trillions in funding that left hundreds of thousands more workers in limbo.

Unions, workers and other organizations challenged the moves with a raft of lawsuits, but the administration's attacks continued, while Trump often ignored court directives.

In March, Trump signed an order meant to strip collective bargaining rights from more than a million federal workers with the departments of State, Defense, Veterans Affairs, Energy, Health and Human Services, Treasury, Justice, Commerce and Homeland Security.

Everett Kelley, president of the American Federation of Government Employees (AFGE), called the decision an "unprovoked attack."

"President Trump's latest executive order is a disgraceful and retaliatory attack on the rights of hundreds of thousands of patriotic American civil servants – nearly one-third of whom are veterans – simply because they are members of a union that stands up to his harmful policies," Kelley said. "This is the beginning, not the end, of the fight for Americans' fundamental rights."

The AFGE and other unions plan to defend their contracts in court, but those battles can take months and could be further

On the Chopping Block

Federal agencies facing cuts and layoffs:

- The National Labor Relations Board
- The Occupational Safety and Health Administration (OSHA)
- The Mine Safety and Health Administration
- The National Institute for Occupational Safety and Health



hampered by the deep cuts.

"I call on all patriotic and freedom-loving Americans to contact your elected officials and demand they take action immediately to stop these attacks," Kelley said.

Workplace Safety

Besides attacking collective bargaining and crippling the NLRB and the Labor Department, the White House also is taking aim at worker health and safety.

The administration plans to rewrite Biden-era rules designed to prevent disasters at chemical facilities, reversing course on the safety regulations that require employers in the chemical sector to institute new safeguards for natural disasters, to use safer alternatives for certain highly dangerous substances, and to notify communities and first responders about risks.

The USW represents thousands of chemical workers at more than 350 units across the United States.

"Chemical safety is about more than simply protecting workers," said International Secretary-Treasurer Myles Sullivan, who oversees the USW's chemical sector. "These incidents can cause lasting harm to entire communities."

The administration plans to effectively eliminate the National Institute for Occupational Safety and Health (NIOSH), which researches and makes recommendations on workplace injuries and illnesses. About 90 percent of the agency's 1,400 jobs are set to be cut.

Trump also delayed a rule to protect miners from silica exposure, while gutting the Mine Safety and Health Administration (MSHA), the agency responsible for enforcing the protections.

Also in danger are heat exposure rules from the Occupational Safety and

Health Administration (OSHA), as well as the agency's "walkaround rule" allowing workers to designate representatives during workplace inspections. DOGE shuttered OSHA offices around the country, along with those of other vital agencies.

Privatization Push

In February, Trump took steps toward privatizing the U.S. Postal Service, which employs more than 500,000 union workers. And in March, he began to dismantle the Department of Education. The National Education Association and the American Federation of Teachers (AFT) represent more than 3.6 million workers.

Trump's agenda aims to weaken workers by shrinking powerful unions, but the attacks harm entire communities, said AFT President Randi Weingarten.

Dismantling public education will hurt students, she said, "denying them the resources they need to thrive."

In their first 100 days, Trump administration officials also conducted hundreds of workplace raids and deported thousands of workers. Those with questions on immigration-related issues can visit the AFL-CIO's resource page by scanning this code.



Fighting Back

Workers across the country are mounting a defense, through legal action, organizing, political activity, and bargaining new protections into their contracts.

"We will join community allies to counter Trump's unfair and unconstitutional attacks," Shuler said, "so together we can continue to build an economy that supports working families."



Union Busting Holds Workers Back

Union membership in the United States has remained flat despite historically strong support for unions, and despite millions of workers who want to join them.

Gallup Poll data shows support for labor groups like the USW has held steady at about 70 percent over the past five years. Membership has remained static because of relentless attacks from corporations and politicians, an assault that has only grown since the second inauguration of Donald Trump.

"Millions of Americans understand and appreciate the difference union membership makes," said International President David McCall. "Unions mean higher wages, better benefits, secure retirements and safer workplaces."

There is a disconnect, McCall said, between the huge number of workers who want a union and those who can join one. The reason: Employers intimidate workers to compel them to vote against their own interests.

Even so, union petitions increased by 27 percent last year. Since 2021, elections have more than doubled, and workers are winning in historic numbers, including at a rate of more than 70 percent in 2023.

"It's plain as day that more working people want a union now than at any point in our lifetimes," said AFL-CIO President Liz Shuler. With more pro-worker laws, union membership would skyrocket, she said.

That's why workers cheered in March when Democrats in Congress reintroduced the Protecting the Right to Organize (PRO) Act, a bill that would make it easier for workers to join unions and crack down on union-busting.

"For decades, corporate CEOs and investors have been taking home a bigger and bigger share of the economic pie, leaving workers with the crumbs," McCall said. "Unions are the best check on that growing inequality and the best path to the middle class."

Support the PRO Act

Members can contact their representatives in Congress and urge them to support the PRO Act. To reach your lawmakers, scan this code.



A BROKEN SYSTEM

Struggles of Tire, Glass Workers Highlight Need for Major Reform of Trade Laws

USW members have fought for decades to ensure a level playing field in the global marketplace, but they continue to face an uphill battle in the fight for justice from the nation's trade enforcement system.

The recent struggles of workers in the tire and glass industries shed new light on the need for comprehensive reform from leaders in Washington, D.C.

"USW members take immense pride in making the best products in the world," said International President David McCall. "But unfair imports, in many cases underwritten by Chinese investments, put jobs, families and communities at risk."

Workers Suffer

In recent years, employers across the glass industry have curtailed production at an alarming rate, in large part due to unfair trade. In the tire industry, just in the past six months, companies announced plans to close plants, consolidate operations and scale down production in the face of a deluge of imports.

In November, Sumitomo announced that it would shutter its tire plant in Tonawanda, N.Y., just three years after the company said it planned to invest more than \$120 million to upgrade the factory and grow the work force of more than 1,500.

In January, Bridgestone announced plans to close its LaVergne, Tenn., facility with a work force of 700, and also to eliminate 130 positions at its plant in Des Moines, Iowa.

In February, Goodyear said it was planning to cut nearly half of its work force of 1,800 at its plant in Danville, Va.

Outdated System

Modernizing and accelerating the nation's trade enforcement system is a necessity, or workers at other factories and in other industries could see a similar fate, said Kevin Johnsen, chair of the USW's Rubber and Plastics Industry Conference.

"The USW represents the most highly skilled tire and rubber workers in the world, and our products are second to none," Johnsen said. "The problem is not with the workers, the products, or our factories, but with the dumping and subsidization of foreign products in our market, and the outdated and slow-moving process to address those issues."

Since joining the World Trade Organization in 2001, the Chinese government has consistently subsidized and dumped foreign-made products in the U.S. market. Often, producers funnel goods through other nations, such as Cambodia, Indonesia, Malaysia and Thailand, to bypass U.S. duties.

Under current rules, manufacturers and organizations like the USW can petition the U.S. Department of Commerce (DOC) to seek investigations when they believe a foreign company is illegally dumping products (selling them at below the cost of production), or that a foreign government is unfairly subsidizing exports.



Annette Veals

While the DOC determines whether dumping or subsidies exist, the U.S. International Trade Commission (ITC) investigates to determine whether the imports are causing harm to U.S. manufacturers and workers.

Both agencies must reach affirmative determinations in order for duties to be placed on imports, and the process can take months and, in some cases, more than a year, before workers see any relief. By then, remedies often are too little, too late.

Flood of Imports

In 2023, Jon Wright of Local 1055L at Bridgestone's factory in LaVergne, joined his fellow USW members in testifying before the ITC about the harm unfair tire imports were causing workers. At the time, Wright said, his factory had curtailed production to two-thirds of its capability.

"This sharp decline has nothing to do with overall demand or a slump in the economy," Wright said. "Demand for truck and bus tires is not the problem — it is the flood of imports from Thailand."

Those imports, members said, were fueled by investments from China, and were dumped in the U.S. specifically to undercut American producers and steal market share, an effort that was working exactly as the Chinese government wanted.

While the ITC and Commerce Department ultimately agreed and imposed duties on those imports, those investigations and final decisions took nearly a year, too late to make a difference for workers in LaVergne, Danville, Tonawanda and elsewhere.

The 2023 case was one of more than a dozen tire trade cases in which the USW has taken part. And, while most of those petitions have been successful, damage must already be done before regulators can provide relief. That damage usually comes in the form of job losses that can devastate families and communities.



Roxanne Smith



Help Level the Playing Field

There is a bipartisan bill in the U.S. House and the U.S. Senate – the Leveling the Playing Field 2.0 Act – that would modernize the nation's trade enforcement system, preserving good jobs and boosting the economy. USW members can contact their representatives in the House and Senate and urge them to support the bill by visiting: <https://www.usa.gov/elected-officials>

Bill on the Table

"It is a broken system," said Johnsen, a longtime rubber worker who joined the union in 1990 as a member of Local 915L in Huntsville, Ala. "It is a system that requires workers to feel significant pain before any relief can come. It is inherently unfair to workers."

Lawmakers from both sides of the aisle introduced legislation in Congress that would update that process and ensure a fair shake for American workers. The bill – the Leveling the Playing Field 2.0 Act – would speed up trade remedies, specifically going after the predatory practices of the Chinese government, targeting serial cheaters and repeat offenders. In addition, the bill would take aim at practices like currency manipulation and "country hopping," in which products are shipped through third-party nations to avoid duties.

"For too long, foreign competitors like China have engaged in unfair trade practices that have undermined domestic industry," said Sen. Tina Smith of Minnesota, one of the sponsors of the bill.

The legislation would do more than simply modernize an outdated and too-slow system. It would boost the entire U.S. economy, and would protect national security by ensuring that American workers can meet the nation's needs for essential goods, said International Vice President Roxanne Brown, who oversees the union's legislative and policy work.

"Our faulty trade system affects workers across all industries – from tire and rubber to mining and metals, glass, paper, auto parts and countless other products," Brown said. "It affects us all, because every job lost to trade cheaters causes a ripple effect that hurts working families all across the country."

Ensuring a level playing field would provide workers with a sense of security and give employers the confidence to hire new workers, said Drew Rodriguez of Local 1155L at Bridgestone's Morrison, Tenn., factory.

"Ramping up production would help us add positions and hire new employees," Rodriguez said. "It would give more members of our local community what we have been so fortunate to have – high-skilled, high-wage union jobs with good benefits."

USW OPPOSES CANADIAN TARIFFS

Union Welcomes Efforts to Contain Global Overcapacity

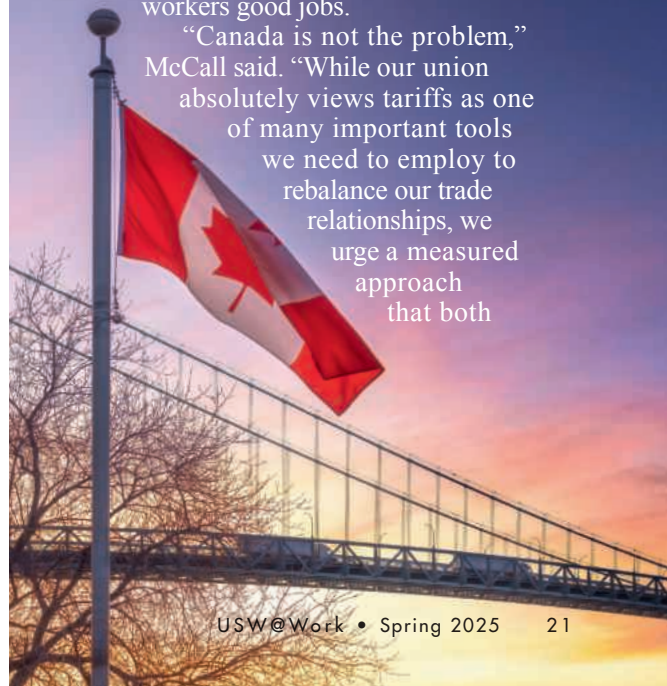
The USW this spring called on the Trump administration to end its trade war with Canada, arguing that levies on imports from the nation's closest ally are unnecessary and potentially devastating for workers on both sides of the border.

"We must distinguish between trusted trade partners, like Canada, and those who are seeking to undercut our industries as they work to dominate the global market," said International President David McCall. "Our union welcomes President Trump's efforts to contain the global overcapacity that has for too long enabled bad actors like China to flood the global market with its unfairly traded products, resulting in surging imports into the United States."

McCall pointed out that Canada has cooperated with the United States in recent years to address unfair global trade and overcapacity across numerous industries. He also noted that USW employers in major industries like steel and paper regularly ship products back and forth across the border.

New tariffs, he said, would harm those relationships and potentially cost workers good jobs.

"Canada is not the problem," McCall said. "While our union absolutely views tariffs as one of many important tools we need to employ to rebalance our trade relationships, we urge a measured approach that both



strengthens our manufacturing sector and accounts for our relationships with our allies, like Canada, who play by the rules.”

Trade between the two nations amounts to more than \$770 billion each year, supporting millions of jobs in both countries. The U.S.-Mexico-Canada trade agreement (USMCA), which went into effect during Trump’s first administration in 2020, was intended to modernize trade among the three nations and create good jobs through reduced tariffs and increased market access.

Trump’s threats this spring to double the 25 percent tariffs he imposed on Canadian goods rattled investors and led Canada to announce retaliatory tariffs on metals, computers, sports equipment and other products. The European Union also announced billions of dollars in retaliatory tariffs in response to Trump’s levies on goods from those nations.

USW National Director for Canada Marty Warren said the trade war could disrupt vital supply chains and undermine North American manufacturing.

“These tariffs are nothing less than a potential industry killer,” Warren said. “It’s not about helping American workers but about using them as political pawns while jeopardizing jobs on both sides of the border.”

While it is critical that the U.S. government support strong domestic steel and aluminum production, McCall said effective trade enforcement must target serial cheaters like China and other overseas nations that employ methods like dumping, subsidization and currency manipulation to undercut U.S. markets.

“This is a serious escalation in an unnecessary trade war with a trusted ally, and jobs and communities on both sides of the border hang in the balance,” McCall said. “USW members across North America work together. We also fight together. And when it comes to beating back ill-advised trade policy that hurts us all, we will win together.”



SHIPBUILDING CASE GAINS STEAM

Plan Helps Chart Course to Revitalizing Domestic Industry

The USW-led petition aimed at reviving domestic shipbuilding got a boost this spring when the U.S. Trade Representative (USTR) released a plan to address the predatory practices China has used to dominate the shipbuilding sector.

The Section 301 petition, which the USW and four other labor groups filed in March 2024, called for an investigation of Chinese shipbuilding and encouraged the USTR to counter Chinese government policies that have decimated U.S. shipbuilding.

“This yearlong process now spans two administrations, and we look forward to continuing to work with our trade representative and Congress to ensure a bipartisan, durable approach,” said International President David McCall. “The USTR’s thorough investigation validated our charges, and this announcement lays out a series of strong steps to restore U.S. shipbuilding capacity.”

Trade Remedies

Section 301 of the Trade Act gives the USTR the power to investigate and respond to trade practices that unfairly restrict U.S. commerce.

Other unions that signed onto

the 2024 petition included the International Association of Machinists and Aerospace Workers, the International Brotherhood of Boilermakers, the International Brotherhood of Electrical Workers, and the Maritime Trades Department, AFL-CIO.

Then-USTR Katherine Tai quickly launched an investigation and then issued a report the following January, shortly before leaving office, laying out the Chinese government’s effort to dominate the maritime industry.

While Tai’s report illustrated how those practices contributed to the loss of thousands of good American jobs, it was unclear whether the new administration would respond.

Executive Order

A few months after taking office, however, the new USTR, Jamieson Greer, issued his plan to reduce China’s grip on the industry and provide funding to boost U.S. capacity. A presidential order, as well as the recently introduced SHIPS for America Act, are also intended to help the cause.

Greer’s plan includes fees on Chinese vessel operators and owners, restrictions on liquefied

natural gas exports, and fees for vehicle carriers. The USTR also proposed additional levies on cargo equipment.

McCall said the effort could affect tens of thousands of American workers.

“At one time, we had several dozen major shipyards in this country, but now we’re down to just a handful,” he said. “That correlates with more than 70,000 lost shipbuilding jobs, not to mention all the secondary jobs the industry supports.”

Many of those jobs are in industries where USW members work. One ship can require about 13,000 tons of structural steel, 60,000 gallons of paint, 130 miles of electrical cable, as well as aluminum, glass and numerous other union-made products.

Long-Term Success

International Vice President Roxanne Brown said that the effort to restore U.S. capacity would help all American workers by building on the Biden administration’s success in restoring U.S. manufacturing through infrastructure investments, Buy American policies and other initiatives.

“Reviving our nation’s shipbuilding industry will enable us to expand those investments, ensure a steady supply of goods, and grow the middle class,” she said.

Scott Paul, president of the Alliance for American Manufacturing, said China’s dominance of the shipbuilding industry could have “disastrous repercussions.”

McCall agreed, noting that the USTR’s plan and the president’s order are just two steps toward the long-term goal of restoring a vital U.S. industry.

“It will clearly take a concerted effort and ongoing commitment,” McCall said, “to revitalize our capacity, strengthen our supply chains, launch vessels and ensure workers have the needed training to build and crew American-made ships.”

USW RENEWS ITS OBJECTIONS AS TRUMP REVISITS USS DEAL

The USW doubled down on its opposition to the proposed \$15 billion merger of U.S. Steel with a subsidiary of Japan’s Nippon Steel as the Trump administration, in a reversal, signaled that it could be open to the deal.

In a letter to U.S. Treasury Secretary Scott Bessent, International President David McCall declared that the USW was “unalterably” opposed to the deal, as well as to any other possible agreement between the parties that would give Nippon influence over the company.

McCall sent the letter just days after President Donald Trump ordered a new review of the transaction by the Committee on Foreign Investment in the United States (CFIUS), a panel that includes representatives of 16 federal agencies. By virtue of his role as treasury secretary, Bessent serves as the chairman of CFIUS.

The group was unable to reach a consensus on the deal last year, leaving the decision to then-President Joe Biden, who issued a Jan. 3 order blocking the sale, citing national security, infrastructure and supply chain concerns.

“Steel production – and the steelworkers who produce it – are the backbone of our nation,” Biden said.

Nippon and U.S. Steel challenged that decision in court. Now, Trump’s order of a new review opens the door to the merger yet again, despite his numerous vows to block it.

Trump suggested earlier this year that Nippon Steel could drop its plans to acquire U.S. Steel and

“invest heavily” without purchasing a majority stake in the company.

In his letter, McCall also criticized that possibility, noting that Nippon has regularly engaged in unfair trading practices. McCall said that the U.S. Department of Commerce recently set a preliminary 205 percent duty on non-oriented electrical steel from Nippon.

“Nippon remains a serial unfair trader,” he wrote.

McCall also said that the two companies have failed to commit to maintaining production at key U.S. facilities, instead indicating plans to transfer production to non-union Big River Steel in Arkansas.

McCall noted U.S. Steel is viable as a stand-alone, American-owned company, and that Nippon cannot be trusted to maintain a strong domestic industry.

USW leaders noted that U.S. Steel executives, not workers, stand to benefit from the deal, through stock holdings. In an effort to buy support, Nippon last year promised workers \$5,000 bonuses if the deal went through.

“U.S. Steel and Nippon have been spending their money on PR campaigns, hiring consultants,” McCall said. “For them, this is about \$15 billion. For us, this is about the future of workers’ economic security, retirement security and employment security.”





USW, Los Mineros Unite in Mexico

Thousands of activists, including USW members, marched through the streets of Lázaro Cárdenas, Mexico, in April, their voices echoing across the industrial town.

The heavy heat never stops the group from this powerful, annual rally commemorating the murders of two union members during a 2006 strike.

The strike was part of a nationwide call by Los Mineros President Napoleón Gómez Urrutia after a tragic explosion at the Pasta de Conchos mine, owned by Grupo Mexico. The collapse trapped and killed 65 miners.

More than 100 USW activists attended this year's event, including District 11 Director Cathy Drummond, who addressed an audience of hundreds at the Los Mineros union hall before the march.

"The solidarity forged between our unions over the past 20 years is stronger than steel," she said.



Valeria Monserrat Álvarez, daughter of Hector Álvarez Gomez, a worker killed during a wildcat strike, addressed the crowd.

"My father was a brave and hard-working man who fought until he couldn't anymore," she said. "I want to thank you for continuing to fight."

Last came the man whose face was on the back of every red Los Mineros polo shirt – Napoleón Gómez. "What happened [on April 20] was an obvious example of repression," he said. "It should never happen again, not here or anywhere."

After the explosion, Gómez accused Grupo Mexico of industrial homicide. He said the company ignored safety warnings and closed off the mine, preventing rescue efforts. Only two of the 65 miners' bodies were recovered.

Soon, the Mexican government began a campaign to oust Gómez. Facing arrest as well as threats to his life, he fled to Canada with the help of the USW and lived in exile for nearly a decade.

After hearing from Gómez, workers poured into the streets and led a crowd of thousands, calling out the names of their lost brothers.

Amy Cerar, of Local 2-209 in Milwaukee, was in Lázaro Cárdenas for the first time. She said she hoped to harness Los Mineros members' brand of camaraderie. "They really fight for each other and never back down," she said.

Steven Minchuk of Local 6787 has made the trip three times. "One thing I love about the USW is that we don't just focus on us," he said. "We want to help workers around the world."

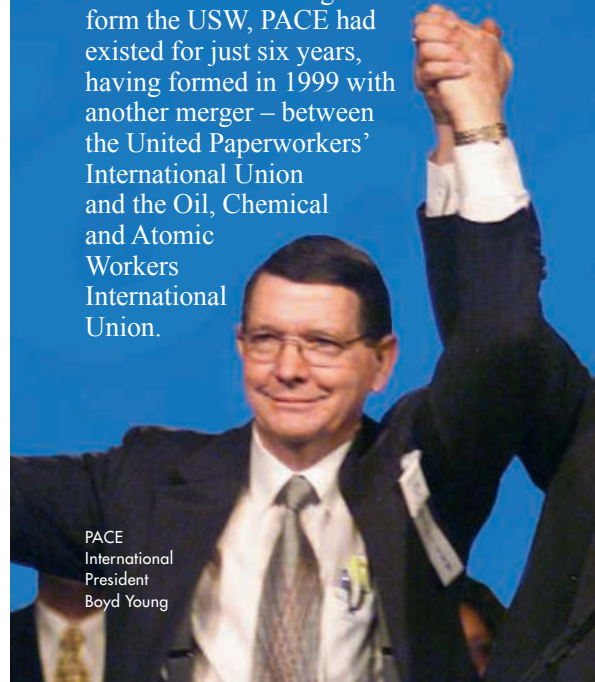
The 'New' USW Turns 20

Twenty years ago – on April 14, 2005, in Las Vegas – nearly 3,000 delegates from what was then the United Steelworkers of America joined 1,600 members from the Paper, Allied-Industrial, Chemical and Energy Workers International Union (PACE) to witness the official merger of the two unions to form the new USW.

Members of the two groups had approved the merger to create the new union, 850,000 members strong, including workers in steel, aluminum, mining, rubber, plastics and glass, and PACE members from paper and pulp, oil and chemicals, pharmaceuticals, and the atomic sector, among other industries. The USW that day became – and remains – the largest and most diverse industrial union in North America.

"Our union had to change," then-International President Leo W. Gerard said as he addressed delegates on the day he signed the merger documents. "The days of business as usual were gone."

At the time it merged to form the USW, PACE had existed for just six years, having formed in 1999 with another merger – between the United Paperworkers' International Union and the Oil, Chemical and Atomic Workers International Union.



PACE
International
President
Boyd Young

Two Decades Ago, PACE Merger Formed Nation's Largest Industrial Union

Those organizations were among the several dozen labor groups that – since the union's founding in 1942 – were brought together under the Steelworkers' name. As of 2005, the union was officially known as the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union – USW for short.

Boyd Young, the president of PACE at the time of the merger, became the USW's new executive vice president. As Young addressed delegates of the newly merged union, he directed part of his message to corporate America: "We will never stop fighting, and you will never defeat us."

Gerard and Young said their goal in completing the merger was to create an active, dynamic and powerful union strong enough to push back against corporate greed and political influence and give workers the fair shot they deserved.

"Let's open the doors of activism to all our members," Gerard declared in his 2005 address. "Let's lead them to use their union as an instrument of change – not only in society, but in their very own lives."

International
President Emeritus
Leo W. Gerard

KNOW YOUR UNION



Civil & Human Rights a Cornerstone of Labor

The USW's founding document, the Constitution of International Union, declares on its first page that among the objects of the union are to unite all workers, to bargain for better wages, benefits and working conditions, and to seek to eliminate all forms of discrimination.

Among the ways in which the USW pursues this goal are through the establishment of a civil and human rights committee at each local union and through civil and human rights programs at the district and international levels.

While Article VII, Section 12 of the USW constitution charges all locals with maintaining a civil and human rights committee, the activities of those committees are as diverse as the union's membership.

In addition to addressing issues of discrimination and promoting diversity, equity and inclusion in the workplace, committees provide educational opportunities for members, help local bargaining committees formulate contract language, participate in community outreach and activism efforts,

and connect with other union members through the AFL-CIO and its various constituency groups.

Among those constituency groups are:

- The **A. Philip Randolph Institute (APRI)**, which promotes racial and economic justice (apri.org).
- The **Asian Pacific American Labor Alliance (APALA)**, a national organization that advocates for Asian-American and Pacific Islander workers (apalanet.org).
- The **Coalition of Black Trade Unionists (CBTU)**, which strives to provide a voice for greater black and minority participation in the labor movement (cbtu.nationbuilder.com).
- The **Coalition of Labor Union Women (CLUW)**, which seeks to build connections between the feminist movement and the labor movement (www.cluw.org).
- The **Labor Council for Latin American Advancement (LCLAA)**, which advocates for Latino and Latina workers' rights (lclaa.org).
- **Pride At Work**, which promotes equality for members of the LGBTQIA+ community (prideatwork.org).

In addition, the USW maintains the Steel Pride advisory committee, made up of rank-and-file members from each district. The panel advises USW leaders on matters that affect the LGBTQIA+ community, including contract language, health and safety and discrimination, among other issues.

The USW has long recognized that workers derive their collective strength from their diversity. The union's civil and human rights department provides a wide range of resources to support members' activities in that area, including help in addressing discrimination, seminars on civil and human rights, and regular updates for district and local union representatives.

To sign up for the USW's civil rights newsletter, "The Torchbearer," and to find more information about member resources, including how to find your civil rights coordinator, address civil and human rights complaints, contact the USW's civil and human rights department, and other questions, visit usw.org/get-involved/civil-rights.

STEEL STRONG



NEW SIX-YEAR CONTRACT AT ATI

USW members who work at Allegheny Technologies Inc. (ATI) voted in April to ratify a new six-year collective bargaining agreement that includes significant wage increases, a ratification bonus, and enhanced time-off benefits.

The new contract delivers a total of 26 percent in wage improvements over the life of the agreement, beginning with a 6 percent increase in the first year. In addition, union members received a \$3,000 ratification bonus.

"This agreement reflects the power of solidarity," said District 10 Director Bernie Hall. "Our members stood together and demanded a fair contract that recognizes their hard work and dedication."

The new contract runs through Feb. 28, 2031. In addition to boosting wages and benefits, the agreement also features additional health and safety allowances, and an improved vacation schedule that allows members to accrue paid time off more quickly, as well as an additional paid holiday.

"Because of the unity and determination of the hard-working members at ATI, we were able to achieve meaningful improvements that will benefit our members and their families," said Hall, who served as chair of the USW bargaining committee.

The previous agreement expired on Feb. 28, but the two sides worked under an extension of that contract for several weeks while bargaining continued.

The contract covers about 1,200 workers, members of Local 1196, Local 1138, Local 7139 and Local 9436-7, who work at ATI operations at four locations in Western Pennsylvania as well as one in Lockport, N.Y.

"Our members at ATI showed incredible strength and solidarity throughout this process," Hall said. "This contract is a testament to what we can achieve when we fight together for fairness."

For their part, ATI management also expressed its satisfaction with the deal.

"This contract drives stability and consistency, enabling us to work together

to serve our customers and reward our team," said Kimberly Fields, ATI's president and chief executive officer.

The relatively smooth bargaining process this year stood in stark contrast to the two most recent rounds of major negotiations with the company, both of which led to work stoppages.

In 2021, ATI's demands for concessions led USW members to launch an unfair labor practice strike that lasted three months and ended when members ratified a four-year deal. That agreement included signing bonuses, periodic lump-sum payments, and wage increases of 9 percent.

"The unity of USW members at ATI has proven that we can accomplish great things when we fight together for the respect and dignity of a fair contract," said International President David McCall, who at the time served as international vice president and chair of the union's bargaining team.

In 2015, ATI also presented USW members with a list of 145 concessions it was seeking at the bargaining table. When members rejected those unnecessary demands, the company locked them out for six months.

The National Labor Relations Board (NLRB) called the lockout illegal, and that ordeal also ended in victory when members ratified a new contract that included none of the company's unnecessary demands.

NEW AGREEMENT:

26% WAGE IMPROVEMENTS

\$3,000 RATIFICATION BONUS



RAPID RESPONSE MARKS 30 YEARS

In 1995, workers saw a shifting political landscape in Washington, D.C. The North American Free Trade Agreement had taken effect a year earlier, and the 1994 elections saw an anti-worker majority take control of Congress for the first time in 40 years.

Workers were on the defensive. Pensions were under attack, and vital programs like Social Security and Medicare had an uncertain future. Leaders in the labor movement sought to reinvigorate and mobilize rank-and-file members to confront changes that could hurt working families.

It was in that environment that USW members created what remains one of the most effective grassroots, member-driven education and mobilization programs in the country – Rapid Response.

From the beginning, when fax machines and land-line phones were their chief modes of communication, Rapid Response activists were all about issues, not politics. Members raise their voices on any policy that affects workers – at the federal, state or local level.

The idea came from a phone-tree system that then-International President

George Becker remembered from his home local, and was modeled after a successful pilot program that local activist Donnie Blatt, his twin brother Ronnie, and other USW leaders developed at Local 5724 in Hannibal, Ohio.

"USW Local 5724 was honored to be connected to Rapid Response by organizing the very first Rapid Response committee," said Donnie Blatt, now District 1 director. "Rapid Response has since become one of the most recognized and successful programs in USW history."

Local 5724 mobilized hundreds of workers to write letters to Congress in response to a threat to pension funds. Soon, the USW executive board sought to establish similar programs in districts and locals throughout the United States under the direction of rank-and-file activists.

One of those activists was David Beard of Local 752L in Texarkana, Ark. Beard said technology has helped more workers get involved in Rapid Response,



allowing members to view legislation, have debates with co-workers and contact lawmakers, all from a hand-held device.

"It's unbelievable now, all the outlets we have," he said.

Beard listed victories that Rapid Response activists have delivered for workers over the decades, on issues including Buy America, veterans' services, manufacturing policy, workers' compensation, health care and others.

One of the most important aspects of the program, Beard said, is education, helping workers cut through rampant misinformation. He credited

Rapid Response Director Amber Miller and her predecessor, Kim Miller, with building the program into a powerhouse.

Beard said it's more important than ever for members to speak out as their rights are under attack like never before.

"It takes a team, and you have to be willing to stand for the truth," he said, "no matter how many people are against you."

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BARGAINING UNDER WAY FOR HEALTH CARE WORKERS

Members of Local 7600, one of the USW's largest locals, have begun negotiations on a new agreement with the Kaiser Permanente health care system to replace their current contract that expires this fall.

The local includes about 8,500 members who work at 72 Kaiser facilities, primarily on the West Coast. Local 7600 members work in a wide range of job classes, from respiratory care practitioners to surgical technicians, engineers, pharmacy technicians and assistants, licensed vocational nurses, environmental service workers, medical assistants, phlebotomists, call center representatives, and more.

The members of Local 7600 are part of a larger coalition of more than 50,000 union members, known as the Alliance of Health Care Unions, who work in nearly every geographic area where Kaiser Permanente has a presence. Based in Oakland, Calif., Kaiser is one of the largest health care organizations in the United States, operating 39 hospitals and more than 700 medical offices.

Members of the coalition negotiate both local and national contracts with Kaiser Permanente, which are due to expire on Sept. 30.

NEW CONTRACT AT APPALACHIAN REGIONAL HEALTHCARE

About 2,000 health care workers at Appalachian Regional Healthcare (ARH) voted in February to ratify a new, five-year contract.

The new agreement makes significant progress on wages and benefits, including massive market adjustments, seniority wage

increases of up to \$2 per hour, and an additional 10 percent wage adjustment for psychiatric unit employees. The average wage increase adjustment for members under the new agreement is about 18 percent.

Additional victories in the new contract included

getting all workers back on a standardized vacation and sick time program and guaranteeing that every ARH worker – including those who do not take the company's health insurance – receives a full benefits package for health insurance, retirement, and more.

The USW represents respiratory, rad techs, lab techs, LPNs, clerical staff, technicians, dietary, housekeeping, and other hourly workers at nine ARH locations in Beckley and Summers County, W.Va. as well as Morgan County, Middlesboro, Williamson, Hazard, Harlan, McDowell, and Whitesburg, K.Y.



EOS WORKERS WIN FIRST CONTRACT

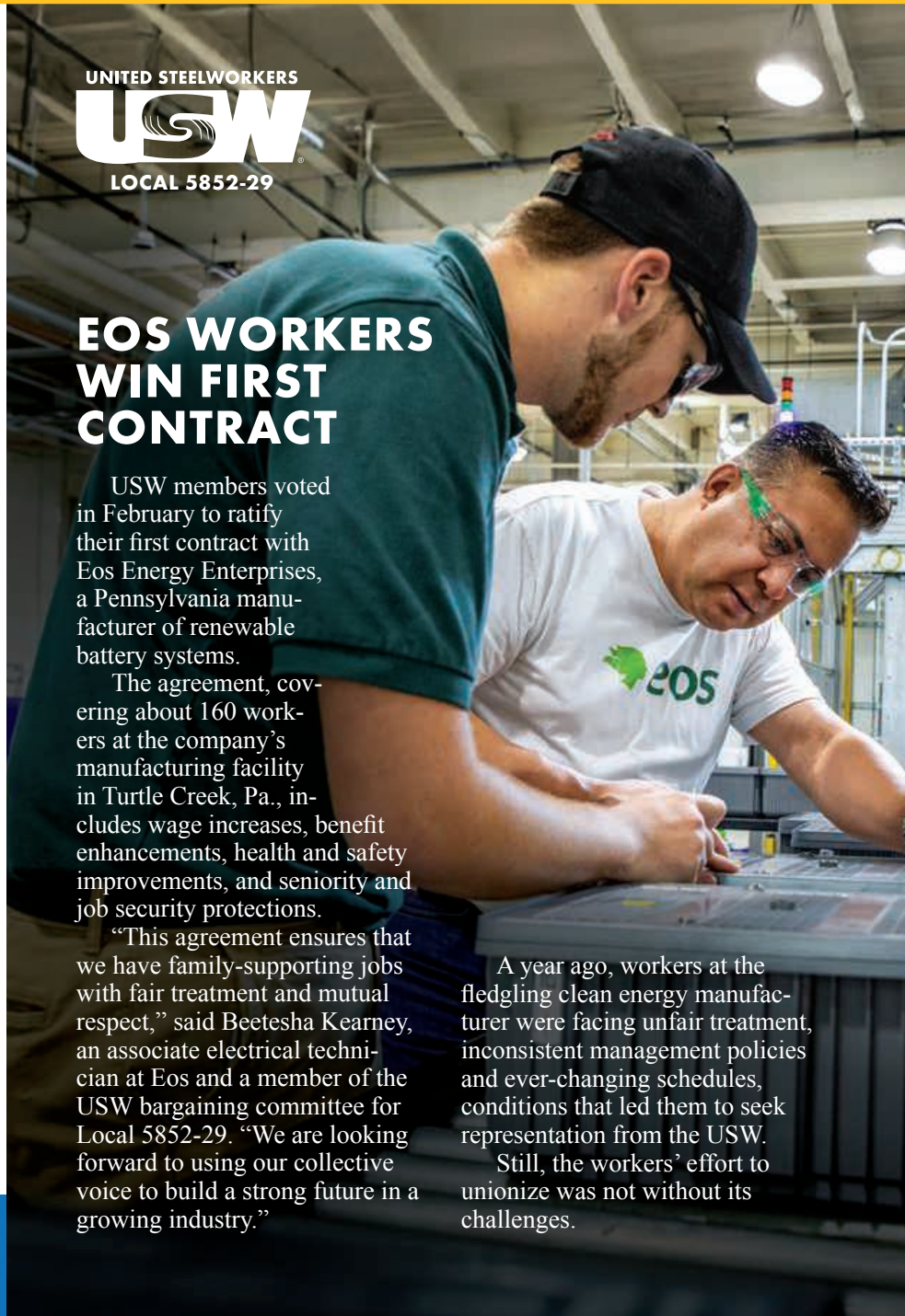
USW members voted in February to ratify their first contract with Eos Energy Enterprises, a Pennsylvania manufacturer of renewable battery systems.

The agreement, covering about 160 workers at the company's manufacturing facility in Turtle Creek, Pa., includes wage increases, benefit enhancements, health and safety improvements, and seniority and job security protections.

"This agreement ensures that we have family-supporting jobs with fair treatment and mutual respect," said Beetesha Kearney, an associate electrical technician at Eos and a member of the USW bargaining committee for Local 5852-29. "We are looking forward to using our collective voice to build a strong future in a growing industry."

A year ago, workers at the fledgling clean energy manufacturer were facing unfair treatment, inconsistent management policies and ever-changing schedules, conditions that led them to seek representation from the USW.

Still, the workers' effort to unionize was not without its challenges.



Prior to the union vote in September 2024, Eos terminated several workers who were vocal in their support of the organizing effort. Those firings, and the company's other efforts to interfere with the election, led the USW to file unfair labor practice charges with the National Labor Relations Board.

"These are the jobs of the future, and workers deserve the opportunity to shape their working conditions and secure their place in this vital industry," said District 10 Director Bernie Hall, who represents about 50,000 USW members across Pennsylvania.

Hall noted that the new contract comes just as the company is ramping up production, fueled by a loan of more than \$300 million from the Biden administration's Department of Energy.

Members at Eos manufacture zinc-based batteries used to store electricity generated from renewable sources like solar and wind energy.

The technology is vital to America's energy independence and national security, and the strong contract is a step toward making sure that the clean energy economy provides community-supporting jobs, Hall said.

"This is a pivotal moment for workers who are eager to be part of this new and growing part of our economy," he said.

For its part, the company followed the contract vote with a promise to work closely with USW members to strengthen domestic manufacturing in clean energy and continue to create good jobs.

The company is in the process of installing additional manufacturing lines, which, when fully operational, are expected to make the Eos factory capable of producing enough energy storage systems annually to power 130,000 homes.

"Eos is proud of the relationship we are building with our union work force to help scale our American-made, predominantly domestically sourced long-duration energy systems," said Michelle Buczkowski, Eos senior vice president of human resources. "Together with USW, we are building a stronger, more sustainable future – one that supports American jobs and drives innovation in the energy industry."

Dante Williams, an assembly operator at Eos, said the workers were proud to play a role in shaping that future.

"For that future to succeed, we need to earn fair wages and be treated with respect on the job," Williams said. "Unionizing puts our future into our own hands."

OBITUARY:

CONNIE ENTREKIN, FORMER D9 DIRECTOR



Connie Lee Entrekin, who served as director of District 9 from 2003 to 2006 and later went on to serve as president of the Steelworkers Organization of Active Retirees (SOAR), died on April 7, 2025, at the age of 86.

A Marine Corps veteran, he began his career in 1959 as a laborer in the shipping department of the pipe mill at Republic Steel, joining Local 4382.

Entrekin went on to become president of his local in 1968 and president of the Gadsden Labor Council in 1970. He also served as executive vice president and PAC director for the Alabama AFL-CIO.

In 1977, he went to work as a staff representative for the Steelworkers, servicing members in the Gulf Coast area for what was then District 36, a region that later became part of District 9.

Entrekin was named assistant director of District 9 in 1996 and, in 2003, was named district director upon the retirement of Homer Wilson.

At the time, then-International President Leo Gerard called Entrekin "an experienced leader, respected by the members for his convictions and knowledge."

As director, he chaired negotiations for Rexam Can North America and Ball Container, and was secretary of negotiations for Crown, Cork and Seal.

"Connie was not only a true trade unionist but also a great director who set District 9 on the right path forward," said current District 9 Director Daniel Flippo. "His knowledge and activism will be greatly missed."

In October 2006, Entrekin stepped down as director to become a special assistant to the international president and was succeeded by Stan Johnson.

In 2006, the Alabama Organized Labor Awards Foundation named Entrekin their "Labor Person of the Year" for his dedication and service to working families in Alabama. He retired in September 2007.

Gerard appointed Entrekin to serve as SOAR president in 2007 following the retirement of then-SOAR President Lynn Williams.





WORKERS IN MINGO JUNCTION JOIN USW

About 250 workers at JSW Steel in Mingo Junction, Ohio, overcame an aggressive anti-union campaign, voting in March to become USW members.

The workers at the factory manufacture components for offshore wind turbines at the site of the former Wheeling-Pittsburgh

Steel plant. The USW unit includes production and maintenance workers.

The company last year received \$43.5 million from the Department of Energy, through the Biden administration's Inflation Reduction Act, to make upgrades to the facility.

FUNDING CUTS PUT USW MEMBERS ON EDGE

USW leaders hosted a roundtable discussion this spring with two members of Congress and three union members to talk about the effects of federal funding cuts on workers and how they can push back against them.

U.S. Rep. Chris Deluzio and U.S. Rep. Summer Lee, both of whom represent parts of Western Pennsylvania, focused specifically on the potential ripple effects of cuts to National Institutes of Health (NIH) funding at the University of Pittsburgh, where more than 10,000 USW members work.

Pitt stands to lose more than \$163 million in NIH funding this fiscal year, said District 10 Director Bernie Hall, who moderated the discussion alongside International Vice President Roxanne Brown.

Those funds, workers said, facilitate groundbreaking research into medical advancements that can improve treatments for cancer, Alzheimer's disease and other conditions that threaten the lives of millions of Americans.

Potential life-saving studies already

are on hold as a result of the 15 percent cut in NIH reimbursements announced last month by the Trump administration, said USW member Nicole Hays, a Pitt researcher for 17 years.

While many of the administration's planned cuts are facing court challenges, the situation has workers feeling "somber and uncertain," said Hays, who urged her fellow workers to speak out.

"Together, we can be heard," Hays said. "We can use that voice to try to stop these funding cuts."

Graduate student researcher and USW member Alisa Omelchenko said the cuts could be devastating.

"What we are seeing now is an attack on an entire generation of science," Omelchenko said. "That could set us back decades."

In addition to hampering research, the cuts threaten the economy, with more than 21,000 jobs across the state connected in some way to the \$2.2 billion in annual funding Pennsylvania researchers receive through the NIH.

Brown urged USW members to wage a "from-the-ground-up" effort to stop the cuts by contacting their lawmakers and by coming together to make their voices heard in Washington, D.C.

"Our union was built for moments like this," Brown said. "Any fight that we are in together, we can win."



Right, clockwise from top: International Vice President Roxanne Brown, U.S. Rep. Chris Deluzio, Local 1088-4 Unit Chair Tyler Bickford, Pennsylvania Secretary of Policy and Planning Akbar Hossain, and U.S. Rep. Summer Lee participated in a panel discussion on federal funding cuts.

IN MEMORIAM

In observance of Workers Memorial Day on April 28, the United Steelworkers remember those who lost their lives at USW workplaces during the past year.

NAME	AGE	DEATH	LOCATION
Timothy Obenlander	21	4/27/2024	International Paper Co., Rome, Ga.
Gregory Budd	43	5/19/2024	Nutrien/Potash Corp., Rocanville, Saskatchewan
Christopher DeRouin	47	7/13/2024	Ivaco Rolling Mills, L'Original, Ontario
David Newhouse	62	7/22/2024	International Paper Co., Three Rivers, Mich.
Taylor Gulliford	26	8/9/2024	EVRAZ Rocky Mountain Steel, Pueblo, Colo.
Curtis Diggs	45	9/2/2024	Atlantic Alumina (Atalco), Gramercy, La.
Luke Lumley	44	9/17/2024	Ontario Northland Transportation Commission, North Bay, Ontario
Jason Edward Scott	33	10/10/2024	Pemex, Deer Park, Texas
Jose Wilfredo Perez	28	10/10/2024	Pemex, Deer Park, Texas
Eric R. LeGore	51	10/11/2024	Pixelle Specialty Solutions LLC, Spring Grove, Pa.
Karel Munoz Rosales	38	10/22/2024	HollyFrontier El Dorado Refining, El Dorado, Kan.
Senad Selimanovic	53	11/19/2024	EVRAZ N.A. Inc., Regina, Saskatchewan
Deborah Schmitt	57	12/9/2024	ND Paper LLC, Biron, Wis.
Bryan A. Mena	26	12/9/2024	Kinder Morgan, Morrisville, Pa.
Liston "Butch" Pickering, Jr.	61	1/3/2025	Heavy Materials LLC, Charlotte Amalie, St. Thomas, U.S. V.I.
Daniel R. Vakulick	20	1/22/2025	Braeburn Alloy Steel, Lower Burrell, Pa.
Shawn A. Sexton	24	1/24/2025	Power Flame Inc., Parsons, Kan.
Jeffrey Frank Linton	61	1/28/2025	Sumitomo Rubber USA LLC, Buffalo, N.Y.
Austyn Lucas	28	2/1/2025	Mueller Copper Tube Co., Fulton, Miss.
Edwin Perez	28	2/22/2025	GCC Dacotah, Inc., Rapid City, S.D.
Souleymane Diaby	45	2/24/2025	Québec Inc. (Groupe Signalisation), Gatineau, Quebec
Trevor Guigue	45	3/6/2025	Certarus Ltd., Timmins, Ontario
Carmel Ortiz	69	3/11/2025	Highway Steel Inc., Chicago Heights, Ill.
Anthony Dodrill	40	3/17/2025	Universal Stainless - Dunkirk Steel, Dunkirk, N.Y.

NOTE: In addition to those workers listed here, countless USW members lost their lives to occupational disease during the past year. The USW mourns their loss.

International President David McCall

'Our Job is Never Finished'

USW members across the United States paid tribute to their fellow workers who lost their lives on the job during the past year as they marked Workers Memorial Day on April 28.

The date also marks the anniversary of the enactment of the Occupational Safety and Health Act in 1971.

International President David McCall delivered the keynote speech at a Workers Memorial Day ceremony at the union's international headquar-

ters, calling on workers everywhere to demand safer working conditions.

The day, McCall said, offers "a chance to be reminded of why we do what we do, and to renew the promise of safe jobs."

McCall paid tribute to the USW members who lost their lives in workplace incidents during the past year, as well as to the 350 workers who, on average, die on the job each day.

"Their deaths are all preventable," he said. "Our job is never finished."

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

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



Kelcee Aldridge and about 500 other members of Local 9002 provide care to hundreds of patients at four county-run Kane Community Living Centers in Western Pennsylvania. **12**