

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



LEO W. GERARD
1947 - 2025
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'PAPER CITY' WORKERS 14

USW EMERGENCY TEAM 18



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"Leo Gerard spent his entire life fighting for workers across the world, and his impact on the USW, and the global labor movement, has been immeasurable. He inspired countless other workers to carry on the fight for justice and fairness."

INTERNATIONAL PRESIDENT DAVID McCALL, SEPT. 21, 2025, ON THE PASSING OF FORMER INTERNATIONAL PRESIDENT LEO W. GERARD

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A historic new slate of officers is poised to lead the union into the future, with Roxanne Brown set to take over as international president on March 1, 2026.

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In Memory of Brother Leo

International President Leo W. Gerard was known as “President Gerard” wherever he went, but in Sudbury, he was simply Leo.

I had the privilege of being his driver and lunch-meeting coordinator in his final years. When he was well enough, we would take what he fondly called a “freedom ride.”

We took scenic drives to places close to his heart: his family’s first cottage in Lavigne, the USW union hall, his childhood home, his old high school, and the cemetery where his parents and brother Marcel rest.

With the help of Ken Neumann, I arranged lunch visits with Leo’s friends from Pittsburgh, Toronto and Mexico. I’ll never forget when Brad James came to visit, Leo instantly recalled the exact date he hired Brad. His memory was extraordinary.

My daughter Tracy helped coordinate visits too, including several with the Centre for Research in Occupational Safety and Health (CROSH), which Leo was instrumental in creating. It is part of his enduring legacy, advancing workplace health and safety, a cause that defined so much of his life’s work. Mark Cutifani, a longtime friend from Leo’s INCO days, flew in from Italy just to see him. Mark is leading efforts to help Laurentian University raise funds to create the Dr. Leo Gerard Chair in Occupational Safety and Health.

Another moment I will carry with me is when Napoleón Gómez came to visit from Mexico. He embraced Leo and said, “Thank you for saving my life — and my family’s,” and presented Leo with a beautiful medallion from the Mexican Parliament.

Leo helped so many. Through his leadership and work with Charlie LaVallee and Variety the Children’s Charity, he channeled resources to give non-verbal children a voice. His compassion was not just about unions — it was about humanity.

Leo taught me that if you love someone, you should tell them.

So, I’ll say it again: I love you, Brother Leo.

*Peter MacLeod
Local 6500, Retired
Sudbury, Ontario*

DEI is a Union Principle

You’ve heard the talk of DEI (diversity, equity and inclusion) that has Donald Trump all fired up. He wants to abolish it in the workplace, educational institutions and in government.

DEI has been around for a long time, Mr. President. It has been embraced in all walks of life, and it’s called “union” where I come from.

Trump said: “We have ended the tyranny of so-called diversity, equity and inclusion policies all across the entire federal government and, indeed, the private sector and our military. Our country will be woke no longer.”

Trump has come to be seen as representing the backlash from a section of American conservatives against progressive policies. He says actions such as DEI are discriminatory against white citizens. His agenda is to divide people by race. It won’t work.

Long before the fancy title was established, laws were being enacted to cover the diversity, equity and inclusion that Trump is hell-bent on destroying. I’m talking about laws like the Civil Rights Act; the Age Discrimination in Employment Act; the Americans with Disabilities Act; the Employment Retirement Income Security Act; the Equal Pay Act; the Family and Medical Leave Act; the Fair Labor Standards Act; the Immigration Reform and Control Act; the National Labor Relations Act; the Occupational Safety and Health Act; and the Pregnancy Discrimination Act.

All of these were, at one time or another, initiated and incorporated into union contracts. Unions have long been at the forefront of diversity, equity and

inclusion, bargaining and fighting for laws that accomplish those goals.

So, I say to all workers, union members and retirees in this country: Don’t be fooled into thinking that eliminating DEI will be good for you. Today’s union members include graduate students, dental hygienists, firefighters, television writers, engineers, security guards, hotel workers, digital journalists, and professional athletes — joining working people in more heavily unionized sectors like public administration, education, health services, and transportation.

According to the Economic Policy Institute, 36 percent of unionized employees are people of color. Let us be “woke” and be reminded of the many contributions workers have made to America’s strength, prosperity, and well-being.

*Angel Rodriguez
Glendale, Ariz.*

Support Union Businesses

As a fan of the Cleveland Guardians, I was deeply disappointed to see that the team has as one of its advertising sponsors the Kenda Tire Co., with the slogan “Kenda Protects Your Family.”

Akron, just a short drive south from Cleveland, was once the Rubber Capital of the World. Today, USW members still manufacture many American-made tires in Ohio and across the country.

Even Cleveland Guardian players are union members. Why would the team choose to have a foreign tire company as its sponsor when Goodyear’s headquarters are just down the highway?

Our local employers, big and small — especially institutions like the Guardians and other pro sports teams — should be advertising local companies and supporting local workers. To see them doing the opposite is deeply disappointing.

*Andrew T. Linko
Local 2243, Retired
Niles, Ohio*

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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Jerry
Southers

Anthony
Southers

Patrick
Wright

Peerless Quality

Illinois Members Take Pride in
Producing Gas and Electric Stoves

Mike Keck has worked at the Peerless-Premier Appliance Co. in Belleville, Ill., for 46 years. For all but four of those years, he has also served as the president of Local 182B.

Today, Keck has an eye on retirement in 2026. He and local Vice President Chester Coleman are among the 50 USW members at the site who produce gas and electric ranges for Peerless-Premier.

"I catch myself forgetting that I've done it for so long," said Keck, who works in the factory's maintenance department. "Time just goes by."

Family Atmosphere

The small-town atmosphere at the family-owned workplace, about 15 miles southeast of St. Louis, allows the time to pass smoothly, members say. The close-knit work force is filled with members who have put in decades of service.

Peerless recently established a tradition of gifting jackets to workers who had spent 40 years on the job. Last year,

the company handed out eight of them.

"That means it's a good place to work," said Anthony Southers, a Local 182B member who has been in the parts department of the factory for three years, following in the footsteps of both his father and grandfather.

Southers said he grew up hoping to someday land a job at Peerless, knowing that it was a career that would provide good USW-negotiated wages and benefits, and the kind of family atmosphere that makes workers want to stay for a lifetime.

"It's a blessing," said Coleman of the close-knit work force, which includes USW members as well as machinists and boilermakers, all of whom work closely with each other.

"It's more of a big family," said Keck, who started at the factory just after graduating from high school.

The Stove 'Capital'

The workers at Peerless are carrying on a manufacturing tradition that

dates to the late 19th century, when Belleville became known as the "Stove Capital of the World," and the local industry was booming.

Founded in 1912, Premier Stove Co. originally produced wood and coal stoves before gas and electric options grew in popularity. Peerless Enamel Products Co. launched in 1928 and developed a similar product line.

In 1975, Peerless acquired Premier, and by 1982, the two companies consolidated.

Today, company President Alex Volansky oversees day-to-day operations, which fall into three main functions: fabrication, coating and assembly.

USW Leads the Way

USW members are an integral part of all three phases of the stove-making process, beginning with fabrication, where raw steel – much of it supplied by Cleveland-Cliffs – is formed into the pieces that make up the body of each stove.



Anthony Wilson

Chester Coleman

AFL-CIO UNION USW LABEL	
182B	
LOCAL NUMBER	182B
LOCATION	Belleville, Ill.
DESCRIPTION	
Manufacturer of Peerless-Premier Gas + Electric Ranges	

Workers operate presses and weld pieces together to the correct shapes and sizes of each unit.

From there, the pieces are coated with paint and enamel before they are assembled – along with components such as control panels, knobs and insulation – which can vary depending on whether the stove is powered by electricity or gas.

Workers produce ranges in four standard sizes and with multiple finishes – most of them black, white or stainless steel.

From top to bottom, the company prides itself on its commitment to using American-made materials, Volansky said.

“We make every effort to purchase as much U.S.-made product as we can,” he said.

Steelworkers’ Pride

The commitment to made-in-the-USA materials is a source of pride

for USW members at the factory, who know that, in addition to fighting for strong wages and benefits for themselves and their families, they are supporting other workers across the country.

“I wish more people would do it,” Keck said of the company’s push for domestic content.

The 80 to 100 ranges that workers at Peerless-Premier produce each day are boxed up and shipped to major appliance retailers throughout North America and Europe.

Before the products leave the sprawling two-block-long factory, though, they undergo rigorous inspec-

tions, during which workers meticulously test each piece for defects and imperfections.

Members like Glenn Skidmore make sure no ranges have gas leaks. Others test electrical components for any signs of malfunction and inspect the bodies of the stoves for scratches and dents.

While they maintain strict quality control standards, members of 182B also look out for each other, making sure that the safety and health of the work force is their top priority.

“We all have families to go home to,” said Coleman. “We don’t want to see anyone get hurt.”

Thirteen-year member LaMonte Johnson said that Peerless management and its union workers demonstrate their shared commitment to a safer and healthier workplace through the plant’s union-management safety committee.

The committee holds regular meetings and conducts monthly walk-throughs of the entire plant to identify and eliminate hazards, Johnson said.



Ralph
Green

Stephanie
Meyer



Glenn
Skidmore



Darrel
Johnson

Community Focus

The workers' focus on the well-being of others doesn't stop at the factory door. Local 182B members are active in community organizations, and regularly meet with other USW members in the region to discuss their issues and compare notes.

"You've got to be there for your community," Coleman said. "It keeps us all united."

District 7 Director Michael Millsap, whose region includes Illinois, Indiana and Wisconsin, often oversees those USW get-togethers.

"It's important that members are always building solidarity, both within their workplaces and with other unions across their community," Millsap said. "The members of Local 182B are a great example of that commitment to keeping the union strong."

As Keck prepares to step down from his dual jobs in the coming months, he's confident that Coleman and other members in the factory will carry on his legacy of strong union leadership.

Coleman said Keck has done everything he can to build up the union's next generation, noting that strong leadership is, at its core, about honest and direct communication.

"It all starts with friendship and respect," Coleman said of his mentor. "I know that he's got my back."



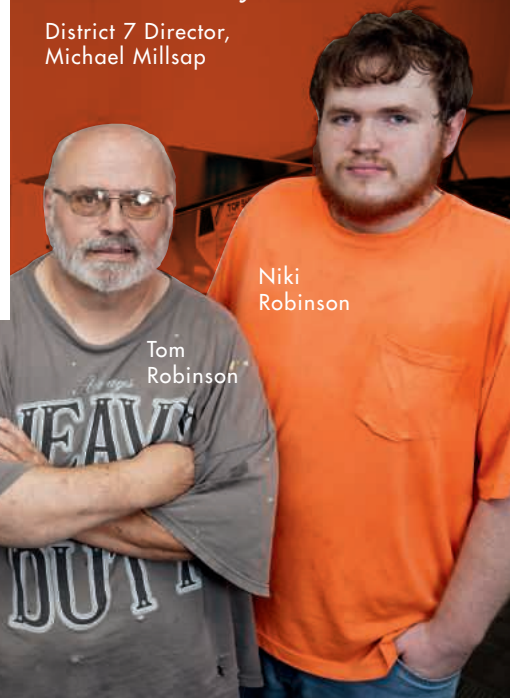
Angel
Moreno

"It's important that members are always building solidarity, both within their workplaces and with other unions across their community."

District 7 Director,
Michael Millsap



Tom
Robinson



Niki
Robinson

Future International President
Roxanne Brown with current
International President
David McCall

NEW LEADERS SET TO TAKE OFFICE

BROWN WILL BE SWORN IN MARCH 1 AS UNION'S 10TH INTERNATIONAL PRESIDENT

A historic new slate of USW leaders is prepared to lead the union into the future following the regular four-year nomination and election process that took place this fall.

Roxanne Brown, currently serving as international vice president at large, will be sworn in on March 1 as the union's 10th international president. Brown will replace David McCall, who did not seek reelection after serving as USW international president since September 2023.

"Roxanne has devoted her life's work to advancing the interests of working families, fighting for fair wages, affordable health care, dignified retirements and strong labor rights," said McCall. "I can think of no one better qualified to lead our union as we navigate this unprecedented era of largely unchecked corporate greed."

Brown has spent more than two decades as a USW leader, shaping the union's policy agenda and working with federal officials and regulatory agencies to advocate on behalf of USW members. She has extensive experience in manufacturing, environmental and energy policy.

"I am beyond humbled and honored to serve as the USW's next president," said Brown. "I'm committed to the work ahead and pledge to live up to the trust our members have shown in me. Together, we will build an economy that works for all of us, a system that rewards workers rather than corporations, and a bright future for generations to come."



Future International
Vice President at
Large Amber Miller

Brown will be the first woman to lead the union. Stepping into Brown's current role as international vice president at large will be Amber Miller, who for the past six years has directed the USW's grassroots, nonpartisan Rapid Response network.

"I had the pleasure of working with Amber for a long time, watching her grow from a young activist serving as president of her local in northwest Ohio to an extremely capable leader who will be an essential part of moving our

union forward," said McCall.

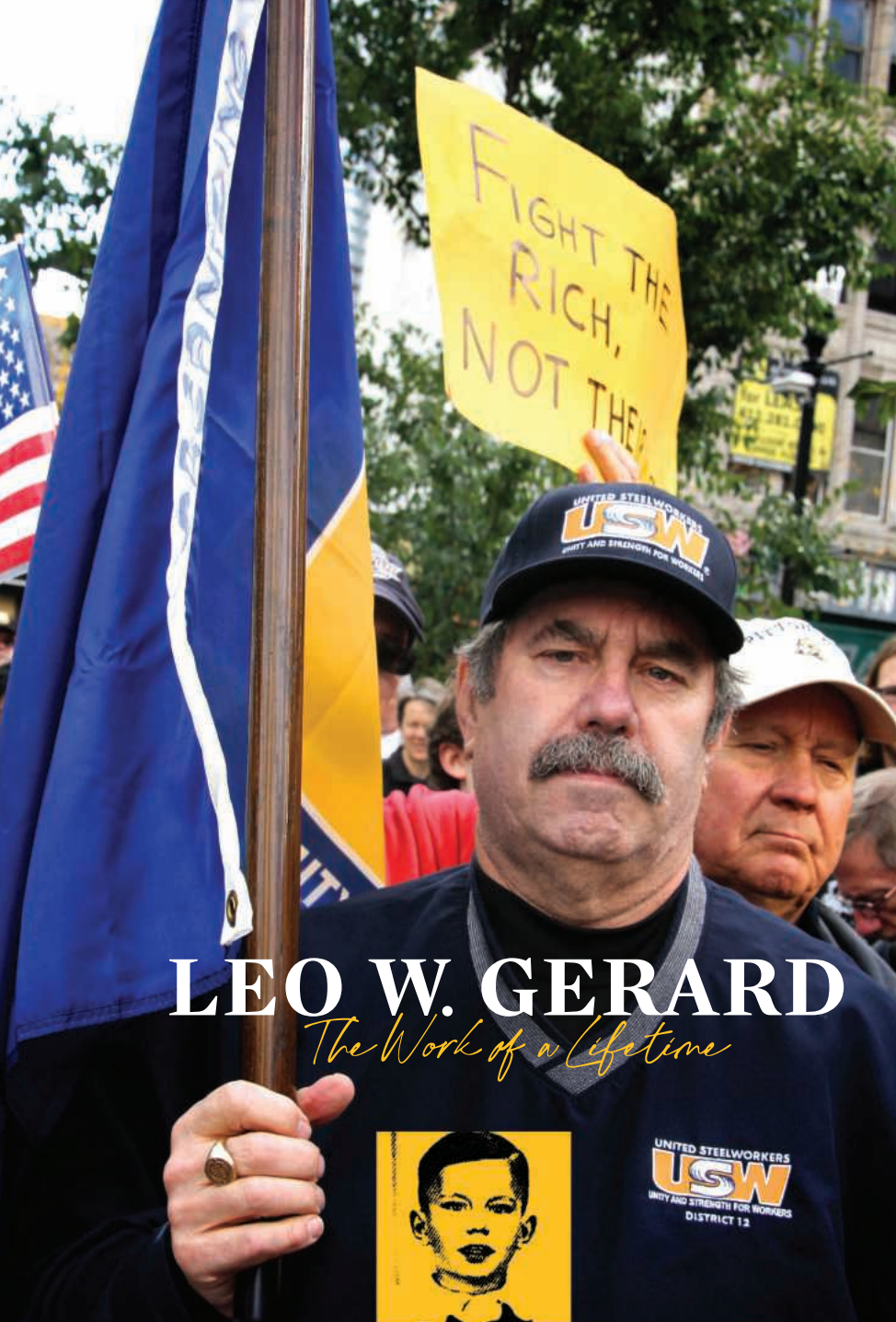
In addition to Brown and Miller, USW officers elected to four-year terms were: Myles Sullivan as secretary-treasurer; Emil Ramirez as vice president (administration); Kevin Mapp as vice president (human affairs); Marty Warren as national director for Canada; and Luis Mendoza as vice president, as well as directors for each

of the union's twelve districts.

USW National Director for Canada Marty Warren congratulated the new and reelected officers, noting that the union's long tradition of democracy is what has helped

ensure its strong leadership.

"Our union is based on the principle that all workers, regardless of industry, gender, race or any other consideration, deserve a voice. It's a simple idea and yet one that is constantly under attack. I'm proud to be a part of a union that lives this ideal every day, and I know that under our new leadership, we will continue empowering workers across North America to stand strong in their workplaces and their communities."



LEO W. GERARD

The Work of a Lifetime



Leo W. Gerard grew up in a company town in Sudbury, Ontario, a miner's son who, as a boy, accompanied his father on union organizing drives. By the time he became a union steward at age 22, he was already a veteran of the labor movement.



Leo after being named steward of the year at local 6500

Gerard, who died on Sept. 21 at age 78, followed in his father's footsteps and went to work at the nickel smelter in his hometown at age 18, joining the International Union of Mine, Mill, and Smelter Workers. Two years later, that union merged with the Steelworkers, and Gerard's 52-year career as a USW activist began.

"The company controlled the town but never succeeded in owning the souls of the men and women who lived and worked there," he once said. "That's because these were union men and women."

When Gerard retired as the USW's seventh international president in 2019, his 18-year tenure made him the longest-serving leader in the union's history.

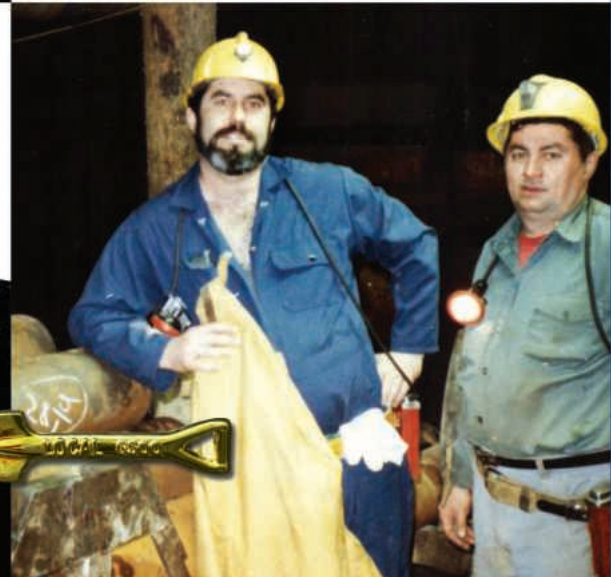
Early Activism

As a young mine worker, Gerard quickly made a name for himself in Local 6500, serving as chief steward before joining the USW staff in 1977.

Growing up in a union home provided two important lessons, he said: "One was that the company would do nothing for the workers unless forced by collective action. The other was that labor unions were instruments of both economic and social justice."

That goal of achieving justice through solidarity never left Gerard's mind, International President David McCall said as he memorialized his union brother and longtime colleague.

"Leo spent his entire life fighting for workers across the world, and his impact on the USW, and the global labor movement, has been immeasurable," McCall said. "His mission was





the work of a lifetime, and he inspired countless others to carry on the fight.”

Health and Safety

With another USW international president and fellow Canadian, Lynn Williams, as his mentor, Gerard served USW members in numerous roles – as District 6 director, Canadian national director, and secretary-treasurer – before becoming international president in 2001, succeeding George Becker.

“Leo was a visionary leader, determined and fearless in taking on corporations and lawmakers alike,” said Canadian National Director Marty Warren. “He spent his career building power for workers so that everyone could have safer jobs, better pay, retirement security and respect on the job. As a proud Canadian, he never

wavered from his values.”

Workplace safety was the core principle that set Gerard on his path to union leadership, said his longtime friend Allan McDougall.

As a child in the schoolyard, Gerard would hear sirens blaring whenever a worker was hurt or killed in the mine, never knowing if it might be his dad who was in trouble.

“He wanted that siren stopped,” McDougall said. “And he saw the union as the way to get that siren to stop.”

That commitment drove him to fight tirelessly for health and safety throughout his career, and to tap McDougall in 2005 to lead the USW’s Emergency Response Team. The pair met in 1971, when both were members of Local 6500, and forged a lifelong bond.

“Leo saw something in me that I didn’t see in myself,” McDougall said. “We trusted each other explicitly, right from our first meeting.”

Building Alliances

Through the years, he consistently sought to grow the union and empower members to make their voices heard in their workplaces, communities and halls of government. Under his leadership, USW members stepped up organizing, orchestrated strategic mergers with other labor groups, and built alliances with allies in North America and around the world.

Gerard oversaw the USW’s 2005 merger with the Paper, Allied-Industrial,

Chemical and Energy Workers International Union (PACE) – which made the USW the largest industrial union in North America – and was instrumental in the formation of the BlueGreen Alliance, a powerful labor-environmental partnership, in 2006.

“There is no choice between good jobs and a clean environment,” Gerard often said. “We must have both, or we will have neither.”

He guided the union through two significant mergers with Canadian workers – the Industrial, Wood and Allied Workers of Canada, and the Telecommunications Workers Union of Canada, now USW Local 1944.

He championed international cooperation among labor organizations, building relationships with unions in Mexico, South America, Europe, Australia, Africa and elsewhere. His leadership helped to establish the IndustriALL Global Union, a coalition that includes 50 million workers in 140 countries.

Global Partnerships

One of the strongest cross-border bonds Gerard created was the USW’s partnership with the Mexican mine and metalworkers’ union Los Mineros, a connection that began 20 years ago when the two unions entered a strategic alliance.

Not long after reaching that agreement, the Los Mineros leader, Napoleon Gómez Urrutia, was forced to flee his country to escape bogus corruption charges. With the USW’s assistance,

THE BIG STEEL MAN

Gerard family's labor tradition drives Leo to top





Gomez spent 12 years in exile in Vancouver before returning triumphantly to be sworn in as a member of the Mexican senate.

“A new world of possibilities begins for Los Mineros and the working class of Mexico,” Gerard declared upon Gómez’s return in 2018. “This transformation will benefit not only workers in Mexico, but also their sisters and brothers in Canada and the United States.”

Gerard sought out countless other allies around the world to fight alongside USW members as they took on multinational corporations and wealthy elites.

Those efforts paid dividends. Under Gerard, major strikes and lockouts in the oil industry and at companies like Vale, Goodyear, Rio Tinto and Allegheny Technologies (ATI) ended in victory for USW members. Paper workers successfully fought to restore pattern bargain-

ing to their industry, strengthening their collective power.

Those successes, Gerard always maintained, belonged to the union’s rank-and-file members.

“These brave workers showed us all the strength that we can have when we stand together in unflinching solidarity,” he declared in 2016 after ATI backed down from its concessionary demands and ended a grueling six-month lockout.

As a global union leader, Gerard crossed paths with bankers and CEOs, presidents and prime ministers. The credit for those relationships, too, went to the strength of the USW membership. Gerard never forgot that the reason he was welcomed into halls of power was because he represented thousands of workers and their families.

Fair Trade Fight

One of the most difficult battles

workers faced during his tenure was the threat of illegal imports destroying good union jobs. Following the North American Free Trade Agreement in 1994 and China’s entry into the World Trade Organization in 2001, that work became even more challenging.

In 2002, 30,000 union members rallied in Washington, D.C., to “Stand Up for Steel,” demanding decisive action on unfair trade. Less than a week later, President George W. Bush imposed tariffs on steel imports that, Gerard said, saved thousands of jobs.

Under his leadership, the USW aggressively promoted manufacturing and filed a record number of cases challenging illegal trade across a wide variety of industries. Often, he personally traveled to Washington, D.C., to testify before Congress or the U.S. International Trade Commission.

“The health of the economy, the success of our people and our national security are inextricably tied to a vibrant and innovative manufacturing sector,” Gerard told the U.S. Senate in 2012.

A Diverse Union

Gerard worked hard to diversify the union, insisting upon greater educational and leadership opportunities





for women and people of color, while organizing workers in nontraditional industries such as health care and education. He bolstered the union's civil and human rights, education, SOAR, Rapid Response and Women of Steel initiatives and, in 2011, launched a new program – known as NextGen – to educate and prepare future USW leaders.

Those initiatives helped USW members achieve bargaining and legislative victories that advanced the union's agenda.

In the aftermath of the 2008 financial crisis, Gerard led the way as workers fought to counteract the ripple effects of the recession in the automotive and tire industries and other manufacturing sectors.

In Canada, he was a champion of the progressive New Democratic Party (NDP), a third party with a worker-centered agenda. Along with NDP leaders, USW members achieved a long-sought victory in 2004 with the "Westray Law," legislation that made corporate owners and managers criminally liable for failing to protect the lives of their employees.

Much of that success was thanks to the working-class tenacity Gerard gained in his youth, said International Secretary-Treasurer Myles Sullivan, who also grew up in an Ontario mining community.

"Leo never forgot that he came from Local 6500, and he was very proud about his early activism in Sudbury," Sullivan said. "Every time he came home, he always took the time to visit our union hall – dedicated to Leo in his name – and to visit with union leaders and members."

'Fiery and Passionate'

Known for his fierce oratory, punctuated with the occasional expletive, Gerard always spoke truth to power, and never shied from standing up to powerful corporations and the ultra-wealthy, McDougall said.

"He was a natural speaker, fiery and passionate," McDougall said.

Former Canadian National Director Ken Neumann, another longtime friend and colleague, said Gerard leaves behind a momentous legacy.

"He'll be written down in history as one

of the greatest labor leaders in North America, if not the world," Neumann said.

In 2023, Gerard received his nation's highest civilian honor – Companion of the Order of Canada – for "outstanding achievement and merit of the highest degree."

Last fall, the USW partnered with the University of Toronto to launch the USW/Leo Gerard Chair in Collective Bargaining and Worker Representation at the school's Centre for Industrial Relations and Human Resources. A fundraising team helped collect more than \$3.6 million in support of the chair, meant to drive research into labor relations.

A Lion's Heart

Over the years, he built a strong relationship with the late Richard Trumka, a fellow miner and president of the AFL-CIO. When USW members gathered in 2019 for the installation of Gerard's successor, Tom Conway,

Trumka called Gerard a salt-of-the-earth worker who never lost touch with the rank-and-file he was sworn to serve.

"He never forgot where he came from," he said. "All of us are better off for having crossed your path."

Gerard's path of standing up to the powerful was set early in life, and one from which he never wavered. In high school, his open defiance of rules he thought were ridiculous led to frequent discipline; later, he received the first spot on the school's wall of fame.

"It helped prepare him for a place in the history books as someone who's not afraid to get dirty," Trumka said in 2019.

AFL-CIO Secretary-Treasurer Fred Redmond, who served alongside Gerard as USW international vice president for 13 years, remembered his compassion and empathy.

"He understood that our responsibility as trade unionists didn't end at the bargaining table," Redmond said in a joint statement with AFL-CIO President Liz Shuler.

International Vice President Roxanne Brown called Gerard a personal mentor who had an outsized impact on the USW and the entire labor movement.

"Leo lived up to the meaning of his name, 'lion-hearted,' and it showed in every fight he waged on behalf of workers," Brown said.

Gerard, she said, always had the long-term interests of workers and families in mind, especially those of his two daughters and three grandchildren, whom he mentioned nearly every time he spoke to a crowd.

"We must not forget, this fight is not just about us," Gerard declared as he closed his address to the 2017 USW convention, his last as president. "This is a fight that we need to wage for our kids and our grandkids."





OIL WORKERS BUILD SOLIDARITY IN PREPARATION FOR BARGAINING

USW oil workers are determined to build on their strength and solidarity across the union as they prepare to negotiate a new contract this coming winter.

The USW's national pattern agreement with the oil industry expires January 31, 2026, and members set a comprehensive agenda for the upcoming negotiations during the National Oil Bargaining Program (NOBP) conference in August.

"As we prepare for bargaining, we need to fight from every angle. We need to make our demands clear," said International President David McCall as he kicked off the NOBP conference in Pittsburgh. "We must out-organize, out-educate and out-bargain management."

McCall's rallying cry resonated with the hundreds of oil workers in attendance at the conference, who share the goal of bargaining a contract that provides them with a fair share of the industry's massive profits.

Despite shifting market dynamics, several major oil companies, including

ExxonMobil, Chevron, and Shell, have reported record profits in recent years, amid growing demand and higher prices.

International Vice President at Large Roxanne Brown, who, alongside McCall and NOBP Chair Michael Smith, will lead the USW's NOBP policy committee through the negotiating process, reminded workers that they do far more than produce energy. Petrochemicals are used in the production of plastics for household goods and auto parts, personal care products, clothing, construction materials, fertilizers, adhesives, sports equipment and a host of other goods Americans use every day.

"You help not just to power the economy, but to support so many of the products that we use every

single day," Brown said. "You are the unsung heroes of so much of what helps drive this country."

By harnessing national solidarity over the past 60 years, union oil

The National Oil Bargaining Program is chaired by Mike Smith.



workers have won contracts that have bolstered wages and improved health and safety, retirement security, health care and paid time off, while protecting workers' jobs from contracting out and in cases when facilities are bought or sold.

The NOBP includes more than 30,000 USW oil workers across dozens of employers in more than 200 bargaining units, including refining, production, pipelines, maintenance, storage and petrochemical facilities that represent roughly two-thirds of all U.S. refining capacity.

McCall reminded conference delegates that while oil production powers the economy, it also provides the nation with energy independence and national security in times of crisis.

As employers invest in new technologies and clean energy, the USW will fight to make sure those positions are family and community-supporting union jobs as well, McCall vowed.

"Those are our jobs too, and we need to keep them," he said. "This is an opportunity to grow our membership."

Brown said that those new investments will not prevent the union from



Each region elects a policy committee member and an alternate.

continuing to fight for jobs at existing refineries.

“We’re going to continue to push the industry to make the kinds of investments that will bring our facilities into the future,” she said.

Smith urged members to return to their locals and have member-to-member conversations about the importance of solidarity as bargaining gets under way.

“The principle of unity among workers across the industry is what makes our national bargaining program strong,” said Smith. “When we face off against a powerful, profitable industry, our best weapon is the power of our solidarity.”

That unity among rank-and-file members will make the difference, Secretary-Treasurer Myles Sullivan told members.

“Everything you do every day on the shop floor leads to collective bargaining,” Sullivan said. “It all comes together.”

NOBP POLICY COMMITTEE

● REGION A (Districts 1, 7)

JUSTIN DONLEY

Local 912, PBF

JIM WITT

Local 1-346, Cenovus

● REGION B (Districts 4, 8, 9, 10)

DEVON CRAWFORD

Local 10-234, Monroe Energy

PRESTON SCARBERRY

Local 4-898, PBF

○ REGION C (District 11)

CHRIS MISHKEE

Local 662, Flint Hills

ANDREW RACKI

Local 443, CHS

○ REGION D (District 12)

CASEY WARDELL

Local 12-578, HollyFrontier

SCOTT CAMPBELL

Local 12-591, Shell

○ REGION E (District 13)

BRANDI SANDERS-LAUSCH

Local 13-1, Marathon Petroleum

ERIC ROY

Local 750, Shell



The National Oil Bargaining Policy Committee Members were elected by local union delegates at the September 2024 National Oil Bargaining Conference.

ABOUT THE NATIONAL OIL BARGAINING PROGRAM

Workers formed the NOBP 60 years ago to boost national solidarity and make sure workers got their fair share from the massively profitable oil and gas industry. The NOBP established a common expiration date and an industrywide policy, which increased union members’ bargaining power.

National bargaining sets wage increases as well as other items, including health care cost sharing, training, health and safety issues, protections against layoffs, and security for benefits in case a facility is bought or sold. Other issues are bargained at the local level.

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TO 47486**





PAPER CITY

NORTHERN PA. MILL HAS SUSTAINED GENERATIONS OF FAMILIES

Long before workers banded together in 1942 to form the USW, Dan Cherry's great-great grandfather lost his life due to unsafe working conditions at the paper mill in Johnsonburg, Pa.

Cherry, a fifth-generation paper worker with several dozen family members who also worked at the mill over the years, said the presence of the USW at the facility has transformed the quality of life for families like his throughout the small town of 2,000 people.

"I am proud to know how much my family has contributed to the many years of success that Johnsonburg has achieved," said Cherry, who serves as president of Local 10-701. "The presence of the USW helps keep the work force together."



Bob Morrow

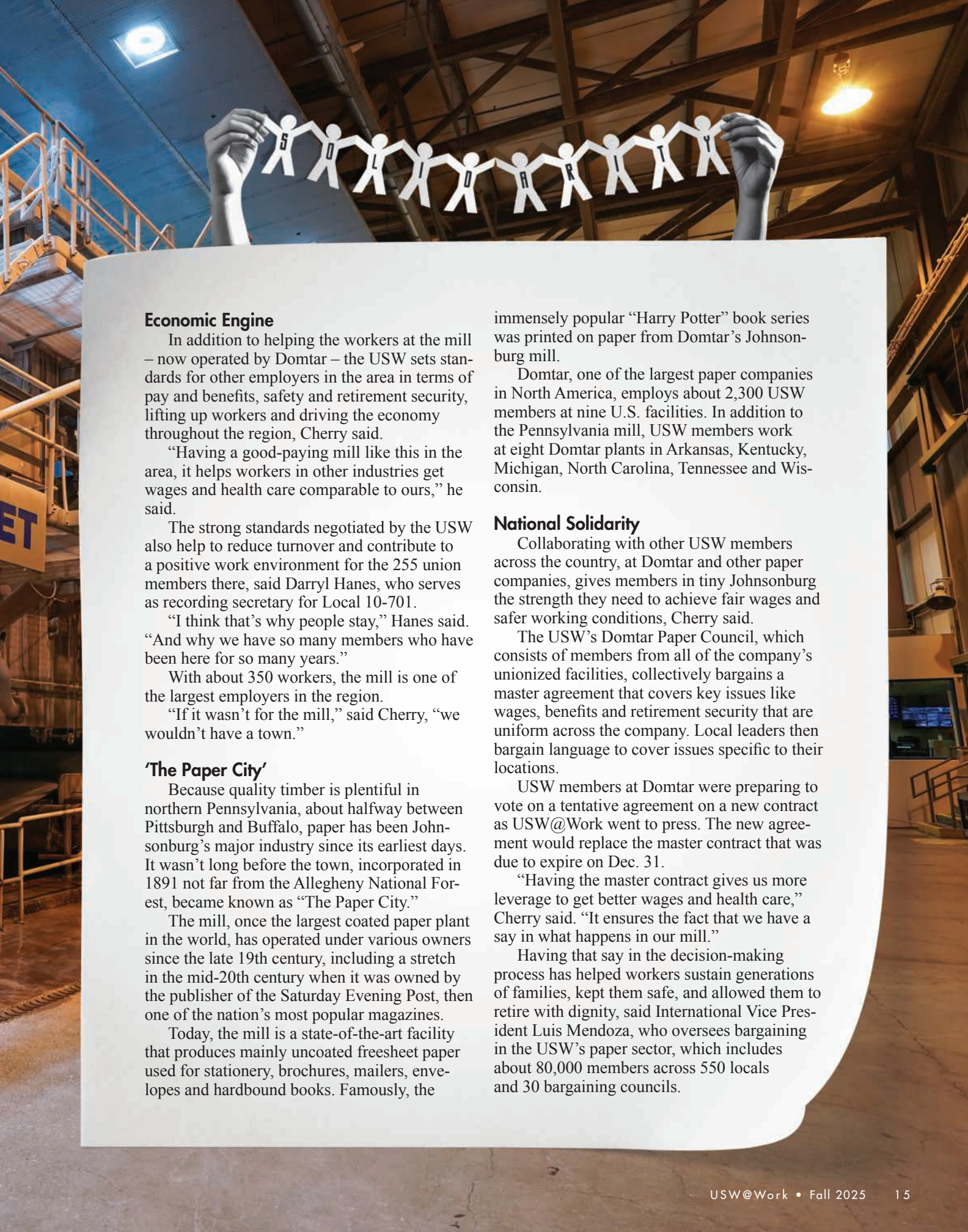


VALMI



Local 10-701 President
Dan Cherry





Economic Engine

In addition to helping the workers at the mill – now operated by Domtar – the USW sets standards for other employers in the area in terms of pay and benefits, safety and retirement security, lifting up workers and driving the economy throughout the region, Cherry said.

“Having a good-paying mill like this in the area, it helps workers in other industries get wages and health care comparable to ours,” he said.

The strong standards negotiated by the USW also help to reduce turnover and contribute to a positive work environment for the 255 union members there, said Darryl Hanes, who serves as recording secretary for Local 10-701.

“I think that’s why people stay,” Hanes said. “And why we have so many members who have been here for so many years.”

With about 350 workers, the mill is one of the largest employers in the region.

“If it wasn’t for the mill,” said Cherry, “we wouldn’t have a town.”

‘The Paper City’

Because quality timber is plentiful in northern Pennsylvania, about halfway between Pittsburgh and Buffalo, paper has been Johnsonburg’s major industry since its earliest days. It wasn’t long before the town, incorporated in 1891 not far from the Allegheny National Forest, became known as “The Paper City.”

The mill, once the largest coated paper plant in the world, has operated under various owners since the late 19th century, including a stretch in the mid-20th century when it was owned by the publisher of the *Saturday Evening Post*, then one of the nation’s most popular magazines.

Today, the mill is a state-of-the-art facility that produces mainly uncoated freesheet paper used for stationery, brochures, mailers, envelopes and hardbound books. Famously, the

immensely popular “Harry Potter” book series was printed on paper from Domtar’s Johnsonburg mill.

Domtar, one of the largest paper companies in North America, employs about 2,300 USW members at nine U.S. facilities. In addition to the Pennsylvania mill, USW members work at eight Domtar plants in Arkansas, Kentucky, Michigan, North Carolina, Tennessee and Wisconsin.

National Solidarity

Collaborating with other USW members across the country, at Domtar and other paper companies, gives members in tiny Johnsonburg the strength they need to achieve fair wages and safer working conditions, Cherry said.

The USW’s Domtar Paper Council, which consists of members from all of the company’s unionized facilities, collectively bargains a master agreement that covers key issues like wages, benefits and retirement security that are uniform across the company. Local leaders then bargain language to cover issues specific to their locations.

USW members at Domtar were preparing to vote on a tentative agreement on a new contract as USW@Work went to press. The new agreement would replace the master contract that was due to expire on Dec. 31.

“Having the master contract gives us more leverage to get better wages and health care,” Cherry said. “It ensures the fact that we have a say in what happens in our mill.”

Having that say in the decision-making process has helped workers sustain generations of families, kept them safe, and allowed them to retire with dignity, said International Vice President Luis Mendoza, who oversees bargaining in the USW’s paper sector, which includes about 80,000 members across 550 locals and 30 bargaining councils.



Evan
Schutz

Paul
Kelly

Tim
Luce

Shawn
Jasinski

“The communication and solidarity that we have been able to build through our councils has been a major key to keeping our union strong,” Mendoza said. “It is the best way to exercise our collective voice.”

Exercising that voice effectively was the motivation that led Cherry to get involved in the USW when he began working at the plant 18 years ago. Two of his uncles and one of his aunts had served as local president before him, he said.

“I got involved in the union because I wanted to make a difference,” he said. “I’m proud to continue the fight with the USW at my side.”

Next Generation

The fight for good jobs, worker safety and secure retirement is one that workers in Johnsonburg have waged for decades, and they have no plans to stop.

Hanes has worked at the mill for 31 years. There are about three dozen others, he said, who have been there longer than that.

Despite the large number of long-tenured workers, USW members at the mill keep an eye on the future. They meet with each new worker who joins the union,

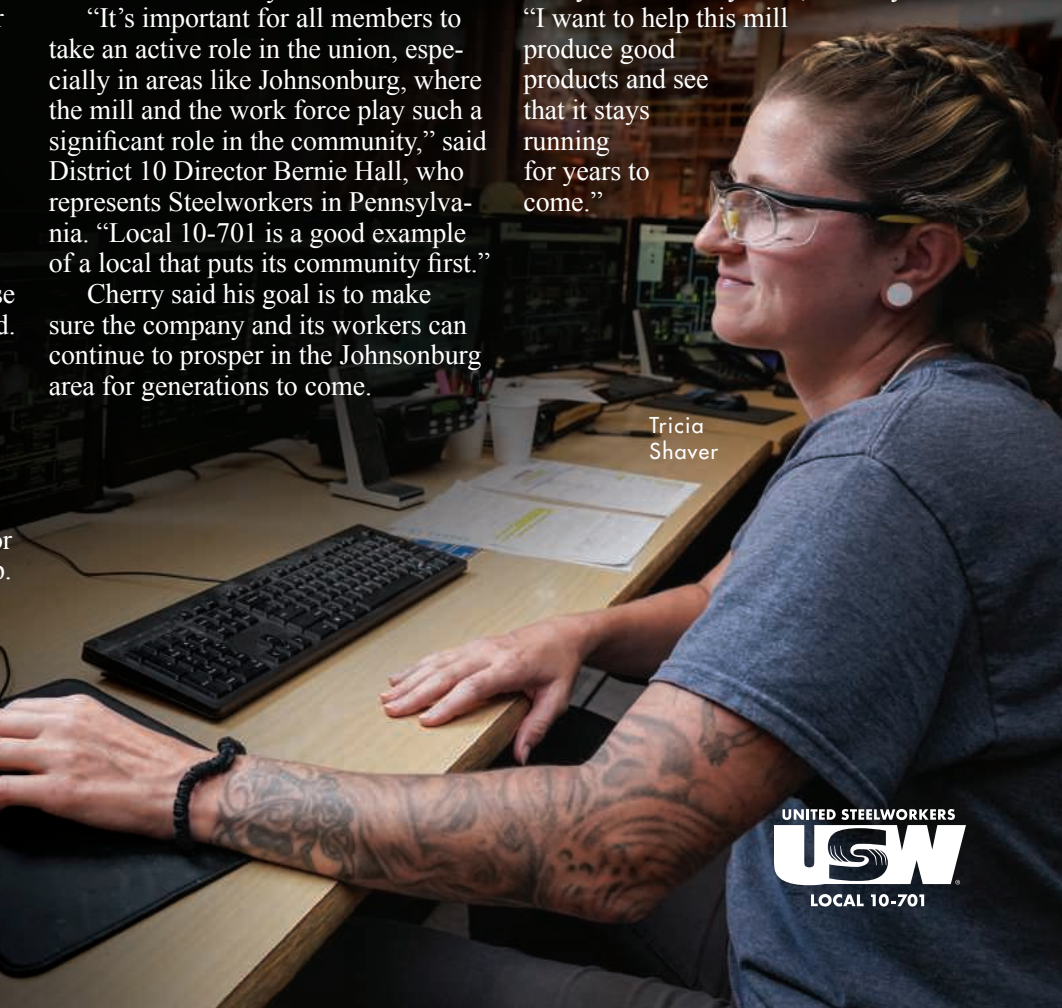
explaining the benefits the USW has fought for over the years and encouraging them to stay involved in their union and their community.

“It’s important for all members to take an active role in the union, especially in areas like Johnsonburg, where the mill and the work force play such a significant role in the community,” said District 10 Director Bernie Hall, who represents Steelworkers in Pennsylvania. “Local 10-701 is a good example of a local that puts its community first.”

Cherry said his goal is to make sure the company and its workers can continue to prosper in the Johnsonburg area for generations to come.

“Knowing the history of the mill when there was no union, and the unfair treatment of workers – that always sticks in my head,” Cherry said. “I want to help this mill produce good products and see that it stays running for years to come.”

Tricia
Shaver





FIGHTING FOR JUSTICE AT LIBBEY

Ohio Glass Workers Launch ULP Strike as Company Demands Concessions

USW members were on picket lines fighting for a fair contract at Libbey Glass in Toledo, Ohio, as USW@Work went to press in November, demanding fair treatment from a company they helped to pull out of bankruptcy just a few years ago.

About 650 workers – including members of USW Locals 59M, 700T and 65T, as well as members of International Association of Machinists and Aerospace Workers Local 1297 – launched an unfair labor practice (ULP) strike in August after the company continued to demand unnecessary concessions.

“Libbey made demands that workers accept the unacceptable – their so-called ‘last, best, and final’ offer would have taken even more money from workers’ pockets,” said District 1 Director Donnie Blatt, who represents tens of thousands of USW members in Ohio and Michigan.

Workers’ Sacrifices

During the COVID-19 pandemic in 2020 and 2021, USW members at the plant took pay cuts, increased their contributions to health care costs, sacrificed retiree health care, and froze their pensions, all to help pull the company out of bankruptcy.

The cost of those sacrifices totaled about \$31.8 million. This year, now that Libbey is profitable again, members expected their sacrifices to be repaid with a fair agreement. Instead, Libbey came to the bargaining table demanding more concessions.

“These hard-working members deserve a fair contract that recognizes the sacrifices they’ve made to help make this company profitable,” Blatt said.

Federal Grant

In addition to the nearly \$32 million in concessions, USW members worked with the company and the U.S. Department of Energy last year to secure a \$45 million federal grant, later cancelled by the Trump administration, aimed at helping the company modernize, restructure and reorganize its operations.

As the strike entered its third month, Toledo Mayor Wade Kapszukiewicz released a statement calling on the president to reinstate the funding.

“If the president really wants to see all of our factories bustling,” Kapszukiewicz said, “he’d restore the \$45 million federal energy grant.”

‘Major Departure’

Local 700T Vice President Ed Fair said the company’s initial proposals would have represented a “major departure from the status quo” and that members were prepared to stay on the picket line for as long as necessary to achieve justice.

Blatt called on the company to reach a fair agreement and put workers back on the job.

“Libbey needs to come back and do the right thing,” Blatt said, “for their workers, for Toledo, and for the future of this company.”



'WE LEAN ON EACH OTHER'

When an explosion tragically took the lives of Steelworkers Steven Menefee and Timothy Quinn in the late morning of Aug. 11, members of the union's Emergency Response Team (ERT) and Health, Safety and Environment (HSE) department immediately mobilized to help USW siblings and families.

The disaster at U.S. Steel's Clairton Coke Works, which also hospitalized five workers with serious injuries, set off a chain of texts and calls throughout the union. As soon as news of the event reached them, ERT and HSE activists made their way to Clairton and the Local 1557 union hall, where members were already getting help from across southwestern Pennsylvania.

"Having all of that support already in the making was really gratifying to see," said ERT coordinator and Local 7687 member Bonnie Reese, who lives about 200 miles east of the mill. "Members were already coming to the union hall. The community was already reaching out to the local."

Tom Duffy, the USW's assistant HSE director, also arrived on the scene soon after the disaster to assist workers and begin the process of determining the root cause of the tragedy.

Community Support

Zack Mainhart, NextGen co-chair for Local 1557, said the outpouring of support for the Menefee and Quinn families, injured workers, and others in Clairton, from the USW and people and businesses across the Monongahela

Valley, was "awe-inspiring."

"I've never seen a community rally like that," he said. "Everybody just showed up."

As members gravitated to the union hall, ERT coordinators quickly began to check in with workers and families to determine how best to assist them through the days and weeks following the tragedy.

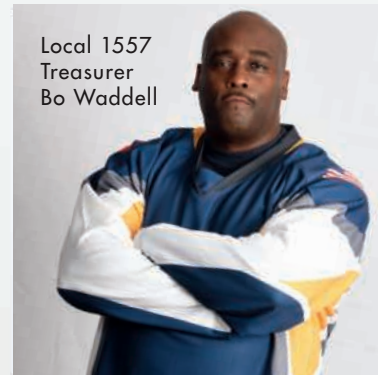
The ERT responds to fatalities and life-altering incidents at USW workplaces across North America and steps in to help workers and families with tasks, questions and support of all kinds – including housing, food, transportation, counseling, legal assistance and a host of other needs that arise in the wake of an unexpected catastrophe.

"Our goal is to help everybody," said Reese. "Every person there was somehow affected by that tragedy. Our goal was to reach as many of the people who were affected as possible and to get them the help they needed."

Deep Roots

This year, the ERT program is marking its 20th anniversary as part of the USW, but the team's roots stretch beyond that milestone, back to the Oil, Chemical and Atomic Workers Union, which became part of the Paper, Allied-Industrial, Chemical and Energy Workers International Union six years before that union merged with the USW in 2005.

Local 1557
Treasurer
Bo Waddell



UNITED STEELWORKERS
USW
EMERGENCY RESPONSE TEAM

In August, just a week before the Clairton tragedy, ERT members gathered at the USW's Linden Hall training facility in Pennsylvania, for several days of training, education and fellowship.

Spending time with team members who have had similar experiences helps to strengthen the group and remind coordinators they are not alone, said ERT Director Duronda Pope, one of the original members of the team.

Pope described the ERT as "an ever-evolving program that touches so many lives."

One of the members who attended that training session was ERT coordinator Bo Waddell, treasurer of Local 1557 in Clairton, who went back to work at the mill the following Monday, just a few hours before disaster struck.

"It was a numb feeling, knowing what I had just learned, and now experiencing it firsthand," Waddell said, noting that his training prepared him with information about who to call and how to manage the aftermath of the tragedy.

"We are our brothers' keepers," he said.

'WE ARE OUR BROTHERS' KEEPERS.'

Bo Waddell

U.S. Steel's Clairton Coke Works

24-HOUR HOTLINE

If there has been an accident or emergency at your USW workplace, call

866-526-3480

Worker to Worker

Pope's predecessor Allan McDougall, who oversaw the ERT for 15 years, recently published a book about his and others' experiences with the team – "In the Spirit of Service – Workers Helping Workers."

In the book, McDougall chronicles his own stories and those of other ERT members in detail, providing both lighthearted and heartbreaking accounts of ways in which the team has helped workers and families.

One essential aspect of the ERT



Allan McDougall's book, "In The Spirit of Service," about his experiences with the union's ERT program, is available at Amazon.com and other retailers.

that makes the program successful is the worker-to-worker connection, McDougall said, recounting his experiences as a young miner in Ontario, where his employer would bring in its own counselors following a tragedy.

"We wouldn't talk to them. We couldn't relate to them," he explained. "With the ERT, we said we are going to do something different. We're going to have workers looking after workers."

Members in Clairton recognized the importance of that connection, Waddell said.

"To be heard and not just listened to, that's a big difference," he said. "Workers who come from a shop floor can relate to what you're saying."

"The families trust us," McDougall added.

Reese and others said that trust helped ERT members respond more effectively in Clairton.

"Talking to a Steelworker is sometimes the best kind of medicine," she said. "We are union brothers and sisters first and foremost."

The first step, she said, is letting grieving families know that the ERT is there for them.

"We lean on each other," Reese said, explaining that in their distress, families often need help communicating with the employer, as well as with medical providers, investigators, insurance companies and other officials.

Life-Changing Event

For some ERT coordinators, like Owen Goodwin of Local 2009, personal experience can lead them to join the team.

Goodwin said he decided to become part of the ERT after watching his wife struggle when he experienced a life-changing incident that left him unable to complete day-to-day tasks.

"She had to do it all by herself," Goodwin said.

Waddell said making sure no USW member's family faces hardship alone is the main goal of the ERT and also of the USW as a whole.

"Just to reinforce for people that they are not alone is the most important thing," he said.

For the families of Local 1557, it was clear from day one that they were not alone. Travis Laing, recording secretary and NextGen co-chair for Local 1557, worked with other members and local businesses to set up a GoFundMe account to raise money for the fallen members' families, and the fund quickly surpassed its \$80,000 goal.

Events included a golf outing, a car show, T-shirt sale and spaghetti dinner, as well as food trains

and other ways for members of the community to pitch in. Dozens of other USW locals from across the country also sent donations, he said.

"It was very powerful," he said.

Taking a Toll

While members say the work is deeply rewarding, being part of the ERT takes its toll. The team's recent training included discussions about coping with anger, grief, anxiety, post-traumatic stress, and other responses to tragic events.

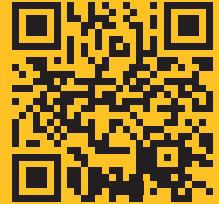
Because ERT members face such cases regularly, burnout can be an issue. That's why, Pope said, the team has a sabbatical program that allows members to take time off as needed.

"The last thing we want to do is put someone in front of a grieving family who is grieving themselves," she said.

The unpredictable nature of the work, travel and long hours can be grueling as well. Laing noted that ERT coordinators and local union leaders were putting in 16- to 18-hour days following the tragedy at Clairton, where the mill runs 24 hours a day, 365 days a year.

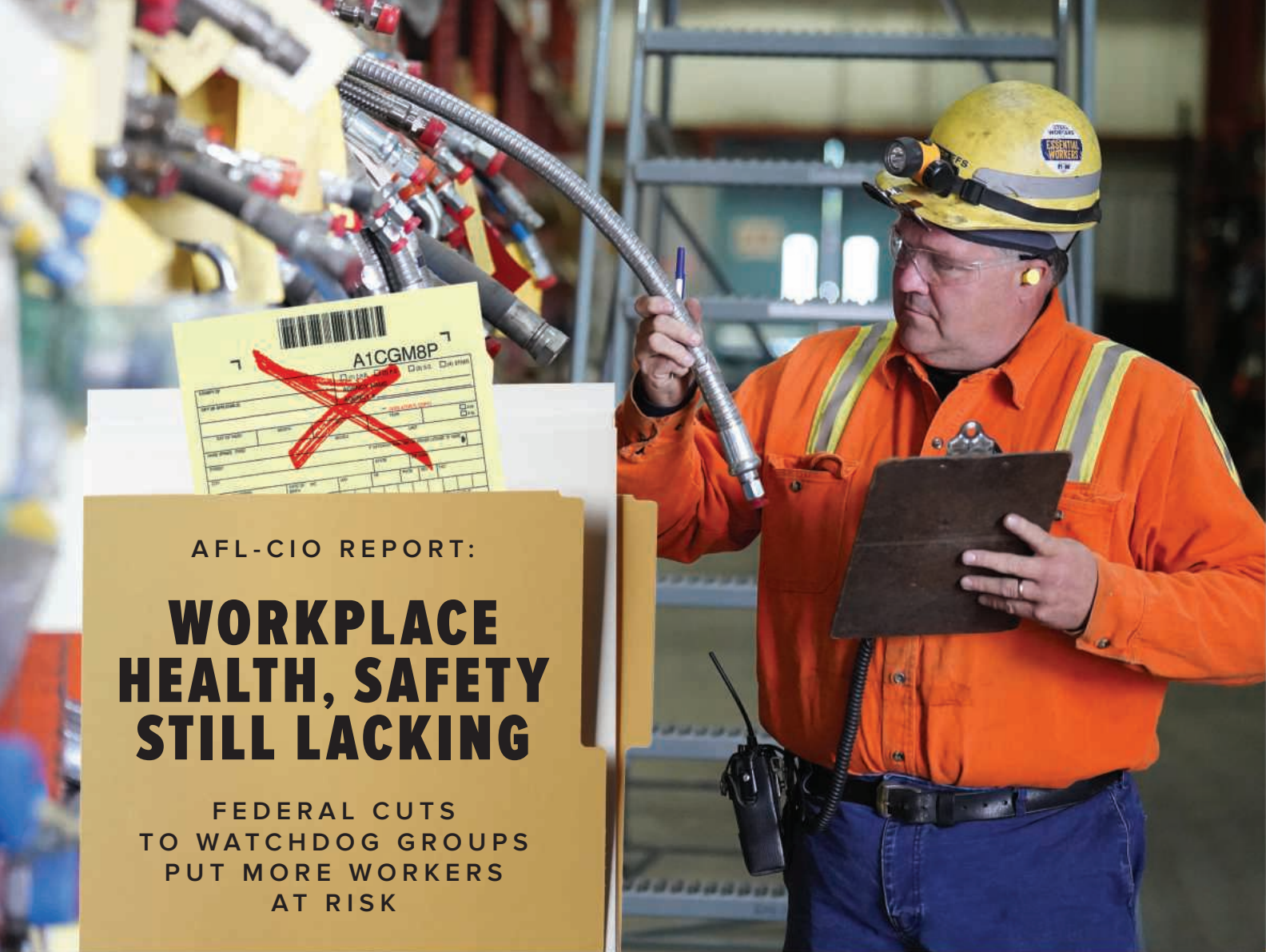
Still, he said, having the ERT there to help was invaluable to members and families who were struggling.

"It was one of the things that kept us going," Laing said. "You really don't know who has your back until push comes to shove."



Help Families of
USW Local 1557
Clairton Works

866-526-3480



AFL-CIO REPORT:

WORKPLACE HEALTH, SAFETY STILL LACKING

FEDERAL CUTS
TO WATCHDOG GROUPS
PUT MORE WORKERS
AT RISK

While workers have made significant progress on health and safety issues in recent years, far too many Americans remain at serious risk of injuries, illnesses or death from preventable workplace tragedies.

That was the conclusion from the most recent report on worker safety and health from the AFL-CIO: “Death on the Job: The Toll of Neglect.” The 2025 report marked the 34th year the national labor coalition produced the comprehensive report on the state of safety and health for U.S. workers.

“Every worker has the fundamental right to come home safe at the end of their workday. But for too many workers, that basic right is under attack,” said AFL-CIO President Liz Shuler. “Workers fought and died for generations for the health and safety laws and protec-

tions we have today, and this year’s report shows we need to do even more.”

Dangerous Cuts

The report found that the on-the-job fatality rate for Americans saw a noticeable decline in 2023, the most recent year for which full statistics were available, thanks to strong, pro-worker policies. But significant cuts to federal health and safety agencies proposed this year by the Trump administration threaten to reverse that progress, Shuler said.

The current administration, she said, is intent on gutting agencies like the Occupational Safety and Health Administration (OSHA), the Mine Safety and Health Administration (MSHA), the National Institute for Occupational Safety and Health (NIOSH), and the U.S. Chemical Safety and Haz-

ard Investigation Board (CSB). In total, Trump’s 2026 budget plan included cuts of about \$380 million across those agencies.

Those reductions in funding would mean fewer inspections, less frequent workplace inspections, less training for workers, lax enforcement, and less research into preventable diseases and other on-the-job dangers, among other dangerous shortcomings.

In 2023, 5,283 U.S. workers died on the job, while an estimated 135,304 workers lost their lives due to occupational diseases, according to the report.

“We can’t bring back the thousands of workers lost each year,” Shuler said. “But we can fight to prevent more devastation to working families across this country and demand that the Trump administration reverse course.”

Union Difference

The AFL-CIO also found that Black and Latino workers are disproportionately more likely to be injured or killed on the job, with Latino workers the most likely to suffer catastrophic incidents at their workplaces.

“It is unacceptable that employers are continuing to fail all workers, and especially Black and Latino workers, by not providing them the safety measures and resources they need to stay safe on the job,” said Fred Redmond, secretary-treasurer of the AFL-CIO and former USW international vice president. “Enough is enough. The AFL-CIO is fighting the scourge of workplace mortality, and we will not rest until the number of workers who die on the job is zero.”

The best way to fight for safer and healthier workplaces is through union organizing, said International President David McCall.

“When workers have a strong voice on the job, they can use their collective power to advocate for the well-being of their siblings,” he said. “When they bargain collectively, workers can achieve health and safety standards that far exceed those set by federal law.”

In addition, many collective bargaining agreements require

union-management safety and health committees, in which workers and employers have an equal voice to address hazards on the job.

“Through their union-management health and safety committees, workers can hold management accountable and ensure that they take responsibility for finding and fixing hazards that put workers at risk,” said Steve Sallman, USW health, safety and environment director.

In August, USW members held a march and rally in Pittsburgh calling on lawmakers and employers to prioritize worker health and safety in the face of federal budget cuts.

U.S. Rep. Chris Deluzio, wearing a USW shirt, told members at the rally that the issue of keeping workers safe should be a bipartisan one. “This isn’t supposed to be complicated,” he said.

As Shelley Savoury of Local 1976 declared in her remarks to the crowd: “Workplace safety isn’t a privilege. It’s a right.”

Safer in a Union

The AFL-CIO’s safety report found that union membership does more than boost wages and benefits for members - it keeps them safer. The study found that unionized workers suffer about 31 percent fewer lost-time incidents than

their non-union counterparts.

In addition, union workers can use their power to advocate for personal protective equipment, first-aid stations, machine guards, and other supplies that keep workers safer, the study noted.

Every 18 months, USW members renew their commitment to the cause of workplace health and safety through the union’s weeklong health, safety and environment conference. The event – coming up May 17 to 22 in Pittsburgh – includes about 1,800 union workers, along with members of management from USW-represented work sites.

The conference gives members an opportunity to build solidarity, share ideas, attend training sessions, and hear from health and safety experts about topics including identifying hazards, investigating workplace incidents, ergonomics, mental health and dozens of other issues.

“Safety is one of the pillars upon which workers built the labor movement,” McCall said. “It’s a simple but essential proposition – we believe that every worker deserves to go home from work just as safe and just as healthy as they were when they arrived.”

“Every worker has the fundamental right to come home safe at the end of their workday. But for too many workers, that basic right is under attack.”

AFL-CIO President Liz Shuler



“Enough is enough. The AFL-CIO is fighting the scourge of workplace mortality, and we will not rest until the number of workers who die on the job is zero.”

Fred Redmond, AFL-CIO secretary-treasurer and former USW international vice president



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May 17-22, 2026

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Pittsburgh**

PAY GAP WIDENS

ULTRA-WEALTHY CEOS MADE 285 TIMES WHAT WORKERS TOOK HOME LAST YEAR



Top executives of U.S. corporations pocketed 285 times the median amount that their workers took home in 2024, widening the already massive income gap between the ultra-wealthy and rank-and-file workers.

That 285-to-1 ratio is higher than 2023's 268-to-1 number and represents an average pay increase for top CEOs of \$1.24 million per year. That raise puts the average CEO compensation at \$18.9 million per year.

The data was part of the AFL-CIO's 2025 Executive Paywatch report released this summer, which included compensation documents filed with the U.S. Securities and Exchange Commission for more than 3,800 corporations, including the top 500 publicly listed companies in the S&P 500 Index.

The answer to such out-of-control income inequality, USW International President

David McCall said, is for workers to step up their efforts to organize new unions and to elect lawmakers who will fight alongside them for a worker-centered agenda.

"For too long, workers have been falling behind," McCall said. "This is not because they're not working hard. It's simply because billionaires and the politicians who answer to them have their thumbs on the scale. They rigged the system to work for them at the expense of everyday Americans."

The statistics tell the story: Since 1980, American workers' productivity has grown 2.7 times faster than their wages, according to the Economic Policy Institute, an independent nonprofit think tank.

That means workers are generating huge amounts of wealth that, instead of going in their pockets, is going to the top 1 percent. The only

way to combat that trend is through collective action, said AFL-CIO President Liz Shuler.

"Unions are one of the best ways we've got to help level the playing field," Shuler said. "Unions are more popular now than they've been in generations because they are the answer in the fight for fairness on the job, paid sick days, childcare, fair pay and economic justice."

For decades, however, billionaires and corporate executives have actively fought against workers' efforts to organize, instead pushing a pro-corporate, anti-union agenda in Washington, D.C., and across the country, fueled by massive donations to politicians who do their bidding.

That "investment" has paid off. In 1965, the CEO-to-worker pay gap was just 20-to-1, according to EPI data. In the 60 years since, the ultra-wealthy have made massive economic gains while workers' buying power has fallen behind.

Worse yet, that assault on workers has only grown in recent years. Wealthy CEOs contributed huge sums to anti-union politicians in the last federal election cycle, fueling the elections of Donald Trump and the Republican majorities in Congress. And the wealthy already are reaping the benefits of the loosening of regulations and gutting of federal agencies under his administration.

Trump's cuts alone have translated to an average of \$489,000 more in each CEO's pocket.

"Corporate CEOs are raking in millions, and now they'll get another kickback from President Trump's tax cut gift and anti-worker agenda," said Fred Redmond, the longtime USW

leader who now serves as secretary-treasurer of the AFL-CIO. "Trump is paying for this handout to CEOs by cutting health care, food assistance and hundreds of thousands of jobs that depend on government investments. A union is the best check on a bad boss."

Among the examples of bad bosses in the Paywatch report was Starbucks CEO Brian Niccol, who received \$98 million in compensation last year, nearly 7,000 times more than the company's median employee pay. His compensation package came as Starbucks actively fought against workers' efforts to unionize and bargain contracts at his company's coffee shops.

Since Niccol took over as CEO last year, union leaders say, contract negotiations have stalled, and unfair labor practices have increased. Workers say management has unlawfully changed schedules and reduced hours to change workers' health care eligibility, stalled negotiations, surveilled employees, and held mandatory anti-union meetings.

Worker solidarity is the only way to combat such greedy, union-busting behavior, Redmond said.

"While greedy billionaires and corporations drive up the cost of living," he said, "we will continue to fight for the policies and fair contracts that get workers the pay they've earned."

**VISIT PAYWATCH.ORG
TO SEE
THE FULL
REPORT!**



HEALTH CARE WORKERS FIGHT FOR FAIRNESS



Photo by
Joel Maya

Members of Local 7600 at Kaiser Permanente launched a five-day unfair labor practice strike in October.



Members of Local 7600 who work at Kaiser Permanente health care facilities in Southern California were standing strong for a fair contract as USW@Work went to press in November.

Negotiations were continuing for an agreement to cover the 8,600 members of Local 7600, who are part of a coalition of nearly 60,000 Kaiser workers across the country. The previous agreement expired Oct. 1.

“We have been clear from the start: our fight is about protecting patients and valuing the workers who care for them,” said Local 7600 President Micheal Barnett, who vowed that USW members would fight to “defend safe staffing and quality care.”

The members of Local 7600 are part of a larger alliance of 23 unions, known as the Alliance of Health Care Unions, who work in nearly every region of the country where Kaiser Permanente has a presence. Based in Oakland, Calif., Kaiser is one of the largest health care organizations in the United States, operating more than three dozen hospitals and more than 700 medical offices.

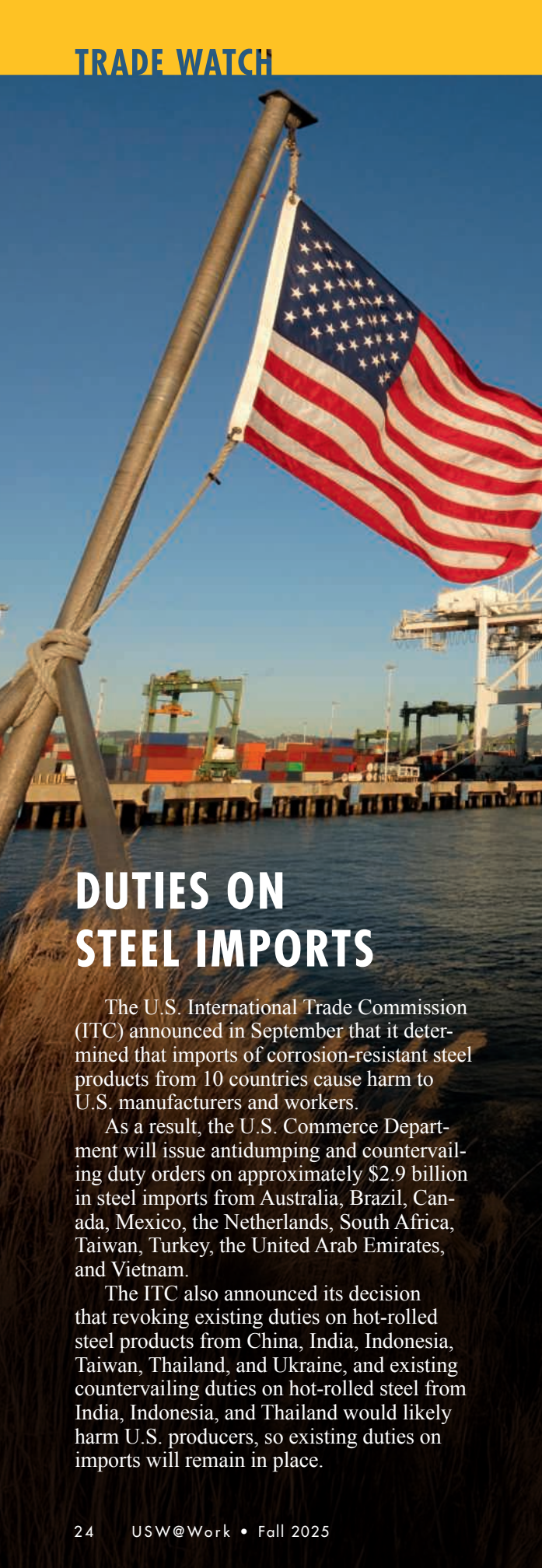
Local 7600 members – who work as licensed vocational nurses, medical assistants, engineers, pharmacy staff and lab staff, clerical, dietary and environmental services workers, technical staff, and other frontline professionals – have been in bargaining since April seeking improved patient safety protections, staffing levels and ratios, and fair wages.

In October, the workers launched a five-day unfair labor practice (ULP) strike to call attention to their efforts to achieve safe staffing and fair treatment.

“Kaiser refuses to bargain a fair contract that ensures safe staffing and respects the critical work we do every day,” Barnett said. “We will not accept a deal that undermines our patients or our profession.”

Members returned to the bargaining table following the strike with a renewed sense of solidarity and a commitment to addressing their key issues.

“Safe staffing and fair wages are issues that affect everyone,” said District 12 Director Gaylan Prescott. “Making progress on these issues will improve conditions for workers, reduce turnover, and ensure that Kaiser can continue to provide the highest quality of care to patients and families.”



DUTIES ON STEEL IMPORTS

The U.S. International Trade Commission (ITC) announced in September that it determined that imports of corrosion-resistant steel products from 10 countries cause harm to U.S. manufacturers and workers.

As a result, the U.S. Commerce Department will issue antidumping and countervailing duty orders on approximately \$2.9 billion in steel imports from Australia, Brazil, Canada, Mexico, the Netherlands, South Africa, Taiwan, Turkey, the United Arab Emirates, and Vietnam.

The ITC also announced its decision that revoking existing duties on hot-rolled steel products from China, India, Indonesia, Taiwan, Thailand, and Ukraine, and existing countervailing duties on hot-rolled steel from India, Indonesia, and Thailand would likely harm U.S. producers, so existing duties on imports will remain in place.

U.S. TRADE REPRESENTATIVE MOVES TO BOOST SHIPBUILDING

USW Applauds Announcement, Calls for More Action

The USW applauded the news in October from the U.S. Trade Representative (USTR) that the United States would take action to address China's dominance of the maritime and shipbuilding industry.

"Today's announcement is an important step forward in revitalizing America's shipbuilding sector," International President David McCall said following the Oct. 10 announcement. "These actions are the direct result of the Section 301 trade case filed by the USW and several other labor organizations."

Among the measures USTR Jamieson Greer plans to institute are significant tariffs on Chinese-made ship-to-shore cranes and other cargo-handling equipment and increased fees for foreign-built vehicle carriers and other cargo vessels. The White House announced in November that it would suspend the implementation of those actions for one year.

USW Leads Effort

The changes came in response to a petition that a USW-led coalition of five unions filed in March 2024 calling on the USTR's office to investigate Chinese dominance in shipbuilding and take action to remedy the problem. Katherine Tai, USTR in the Biden administration, quickly launched an investigation, and the process continued under Greer.

The unions' petition noted that, over the past two decades, the Chinese government has used predatory, nonmarket practices to massively expand its shipbuilding capacity and dominate global transportation and logistics networks. Those efforts decimated the U.S. maritime industry and cost the nation thousands of good jobs.

As McCall noted, the United States once had nearly 30 major shipyards, but today only a few remain.

"That correlates with more than 70,000 lost shipbuilding jobs, not to mention all the secondary jobs the industry supports," he said.

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

National Security

Members of Local 8888 in Newport News, Va., one of the USW's largest units, at one time produced shipping tankers for commercial use; today, they work exclusively to build ships and submarines for the U.S. military.

"America's shipbuilding and maritime sectors are key to our economic and national security," McCall said. "For far too long, policymakers have ignored the dramatic decline in these sectors and the actions China has taken to dominate them. From the supply chains



to the shipyards to the ports to the vessels themselves, America needs to restore these capabilities. The USTR's relief measures will help put our nation on a better course."

Unfair Chinese Practices

Greer's announcement came on the heels of an October report from the nonprofit Coalition for a Prosperous America (CPA), which detailed the decline in U.S. shipbuilding capacity and called it a direct result of China's deliberate and unfair market practices.

The report – "How to Solve America's Shipbuilding Crisis" – said that the United States was the world's leading shipbuilder in 1975 but is only the 19th largest today. Tai's office reported last year that U.S. shipyards produce fewer than five large commercial vessels per year, while China builds more than 1,700.

"Shipbuilding must be a cornerstone of U.S. industrial policy," said CPA senior economist Mihir Torsekar, the report's author. "Every shipbuilding job supports almost five additional jobs elsewhere in the economy."

China grew to dominate the shipbuilding industry, as it has in other sectors of the economy, through a combination of nonmarket policies and illegal government subsidies. The USTR's actions, McCall said, are just the first step in the process of rebuilding U.S. maritime capacity, in part by addressing those inequities.

"Our union is proud of the action our members have taken, and the work of our fellow unions, to spur action," he said.

The same coalition that filed the 2024 petition wrote a letter to members of Congress in September calling on them to pass the bipartisan "SHIPS for America Act." The group included leaders of the USW, the International Association of Machinists and Aerospace Workers, the International Brotherhood of Boilermakers, the International Brotherhood of Electrical Workers and the Maritime Trades Department of the AFL-CIO.

The legislation, introduced in April, would coordinate government efforts to boost shipbuilding and include work force development, increased fees on foreign vessels, incentives for U.S.-built ships and crews, and a mandate that all U.S. government cargo travels on U.S.-flagged vessels.

"There is a long journey ahead, and the stakes are huge," McCall said. "Revitalizing shipbuilding and the supply chain will yield hundreds of thousands of jobs."



USTR SEEKS GLOBAL COOPERATION

U.S. Trade Representative Jamieson Greer spoke in favor of coordinated action against Chinese steel imports in October during remarks to the Global Forum on Steel Excess Capacity.

"It's clearly evident that current international trade rules are inadequate to discipline the policies and practices that have caused this crisis or to find a solution," Greer said in his virtual address. "I also question the political will of foreign members to take action to fill the gaps in the existing rule set."

The forum, which includes 28 major steelmaking nations, noted in a statement that global steel overcapacity is expected to reach its highest level in a decade in 2027. The group committed to developing "the foundation for a comprehensive framework for joint action to address the global steel crisis," setting a goal of reaching an agreement by June 2026.



Immigration Policy Affects USW Members

Edwin Sanchez, a member of Local 13-1, worked at the oil refinery in Texas City, Texas, for 15 years, showing up for his shifts like clockwork. Then, one day, he didn't show up at all.

His co-workers soon learned that Immigration and Customs Enforcement (ICE) deported Sanchez following a traffic stop, even though he had an up-to-date work permit.

Sanchez was deported in March to Honduras, a country he hadn't seen since leaving as a child nearly four decades earlier. As his fellow USW members fought to retain his job during his months-long detention, it underscored the toll that the Trump administration's immigration policies exact not only on deportees and families, but on workplaces, industries and communities.

"It just leaves a hole," said Brandi Sanders-Lausch, president of Local 13-1. "You feel that loss. It's almost like someone passing away."

The immigration crackdown affects millions of U.S. workers, including about two million people with work authorization under the Temporary Protected Status program, as well as 55 million visa holders.

Although courts have blocked or postponed some of the administration's efforts, others have moved forward. Some USW members have lost work authorization, and other members have reported workplace raids.

Since January, the nation has lost about 1.2 million foreign-born workers to the administration's campaign against immigrants, resulting in understaffing in key industries and a climate of fear in many USW communities, even among U.S.-born workers.

Such shortages also drive up costs, delay work, increase government deficits and taxes, stifle economic growth and reduce the standard of living for working families.

In addition, the climate of fear can make immigrant workers less willing to participate in public displays of solidarity, which weakens the labor movement. Labor leaders have been targeted during the crackdown, with SEIU California President David Huerta arrested this summer during a demonstration against an immigration raid in California.

If the administration continues its current campaign for the next three years, the economy will lose about 3.3 million immigrant workers and 2.6 million U.S.-born workers, according to the Economic Policy Institute.

USW members, however, have the means to fight back.



WAYS WORKERS CAN STAND UP Against Attacks on Immigrants

Members can contact their staff representative if they encounter issues such as employers terminating workers for loss of work authorization, workplace raids, ICE detention of bargaining-unit employees, audits or reverification of paperwork, and the implementation of E-verify.

Local unions can bargain immigration-related language into their contracts, either through the regular bargaining process or with a memorandum of



SOLIDARITY WORKS

USW.TO/PODCAST  

Listen to an episode of the USW's Solidarity Works podcast about "The Legacy of Delano," the story of how Filipino and Latino farmworkers united in 1965 to ignite a movement.

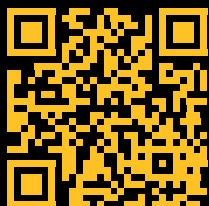
understanding (MOU) while a contract is in effect. The USW legal department offers sample contract language and can assist members in writing language that is more applicable to their workplaces.

The USW also offers training sessions related to representing immigrant workers. Members can contact their staff representative to arrange a training session or to receive more information about their rights.

Labor and community organizations such as the Asian Pacific American Labor Alliance (apalanet.org) and the Labor Council for Latin American Advancement (lclaa.org) offer resources, educational and organizing opportunities, and a chance for immigrant workers to build community connections.

Law enforcement officers must have a warrant to enter a private home without consent. Workers who are targeted by law enforcement or immigration enforcement agents have the right to remain silent and the right to consult an attorney before answering questions.

The 15-million-member AFL-CIO, the nation's largest labor coalition, has consistently and publicly spoken out in opposition to the administration's attacks on immigrant workers. Members can access the organization's tool kit, including a "Know Your Rights" card, by scanning the QR code.



Rubber Workers Win New Contracts

ContiTech, BFGoodrich Agreements Boost Wages and Benefits

Rubber and tire workers at ContiTech and BFGoodrich facilities reached contract settlements with their employers that will boost wages and benefits for about 2,400 workers across the two companies in the coming years.

Workers at ContiTech tire and rubber facilities agreed this summer to extend their current collective bargaining agreement for 18 months, during which workers will receive wage increases, bonuses and benefit enhancements.

The ContiTech agreement, which was due to expire in September, now runs through March 31, 2027. The agreement covers a total of 600 members of Local 286L in Lincoln, Neb.; Local 843L in Marysville, Ohio; and Local 904L in Sun Prairie, Wis.

In addition to tires, USW members at ContiTech make rubber and plastic products including conveyor belting, track, power transmission products, and automotive hoses.

"The past several years have been a challenging time for the tire industry and its workers," said International Vice President of Administration Emil Ramirez, who chaired the USW's bargaining committee. "Through the strength and solidarity of the membership,

we were able to achieve a result that is fair to both sides and provides continued security for the work force."

Following the ContiTech agreement, workers at Michelin-BF Goodrich facilities in Tuscaloosa, Ala., and Fort Wayne, Ind., voted to ratify a new agreement that raised wages and improved benefits for about 1,800 workers.

The two new deals came as USW members looked forward to bargaining other major contracts in the rubber and tire sector. The union's contracts covering about 6,000 workers at Goodyear and about 3,500 workers at Bridgestone facilities are due to expire next summer.

The talks come as pressures from unfair trade have caused job losses and plant closures across the industry. Companies including Goodyear, Bridgestone and Sumitomo have shuttered plants, reduced their work forces and curtailed production in recent years as foreign tires from countries including China, Vietnam and Thailand flooded the U.S. market.

"It's essential that we modernize and strengthen our trade enforcement systems, or the pressure on U.S. manufacturers will only grow," said Kevin Johnsen, who chairs the union's Rubber/Plastics Industry Council.

"American workers can compete with anyone on a level playing field, and we cannot afford to put more good, community-supporting jobs at risk because of an unfair system."

OBITUARY: GARY BEEVERS, RETIRED INTERNATIONAL VICE PRESIDENT



Gary Beevers, who served as a USW international vice president for nine years before retiring in 2015, died on Oct. 26, 2025, at the age of 72.

Beevers began his career as a union activist in the early 1970s, when he followed in his father's footsteps and went to work at Texaco in Port Arthur, Texas. There, he became a member of the Oil, Chemical and Atomic Workers Union (OCAW), which later merged to form PACE. He served Local 13-423 as a steward, recording secretary and as chair of the workers'

committee before joining the union staff in 1987.

In 2005, when PACE merged with the USW, Beevers became director of District 13. A year later, he was elected international vice president. In that role, he oversaw the union's National Oil Bargaining Program.

In leading negotiations for more than 30,000 USW members in the oil and petrochemical industry, Beevers consistently fought to improve health and safety for workers.

It was that issue that forced USW oil workers to launch an unfair labor practice strike in February 2015, the first large-scale walkout in the industry in 35 years. USW members later ratified a four-year agreement that improved refinery safety for workers and communities across the country.

"I was always outspoken, and I found an outlet to put that to good use," Beevers said when he retired in 2015. "I saw how the union impacted families and how things got better every two or three years with the next contract. I want this to continue for the next generation of kids who want to work in a refinery."



DOW-DUPONT MEMBERS BUILD ON SUCCESS

About three dozen members of the Dow-DuPont North American Council spent three days at USW headquarters in Pittsburgh in October, sharing information and building solidarity across the union and around the world.

In addition to Steelworkers, the council includes members of the International Chemical Workers' Union, the International Union of Operating Engineers, and the International Association of Machinists & Aerospace Workers.

At its most recent meeting, the council also welcomed representatives from Unite the Union of Great Britain and Ireland and the IndustriALL global labor federation, as well as members of Argentina's United Petrochemical Workers and Employees Union.

Building such unity means "the companies can't divide us," said Council Chair Kent Holsing, who noted that over the past 20 years, USW members have provided support for, and received support from, their fellow workers in Argentina, Brazil, Germany, Japan, Indonesia, South Korea, Turkey and the United Kingdom.



USW MEMBERS CELEBRATE EOS ENERGY EXPANSION

USW members joined with Eos Energy management and state and local officials in October to celebrate the company's announcement that it would invest \$353 million in a massive expansion of its zinc-based battery operations in Western Pennsylvania.

The Eos Energy expansion is expected to create more than 700 new jobs, significantly growing the USW's 160-member work force at Eos. The company also announced that it would relocate its headquarters from New Jersey to Pittsburgh.

Pennsylvania Gov. Josh Shapiro and Eos CEO Joe Mastrangelo both credited the facility's union work-



WORKERS AT ILLINOIS STEEL MILL JOIN USW

About 500 workers at Liberty Steel & Wire in Peoria, Ill., joined the USW over the summer to gain a bigger voice and stronger protections on the job.

The workers previously belonged to a small, independent union at the mill but found that they needed more clout to enforce their contract and hold management accountable.

With decades of expe-

rience in steel and other industries, the USW proved to be exactly what the group needed to level the playing field, said Brad Wight Sr., a longtime worker at Liberty who helped to lead the USW union drive.

"The membership just got tired of the company walking all over us," explained Wight, noting the workers' struggles to advance grievances and achieve gains at the bargaining table. "We didn't have the resources the USW has to offer."

International Secretary-Treasurer Myles Sullivan credited the solidarity of the council with helping ensure the success of the recent organizing victory for workers at the Dow facility in Hayward, Calif., where two dozen workers voted by a huge majority to join the USW.

"It's all about communicating member to member," Sullivan said.



RULING: ALCOA MUST PROVIDE RETIREE BENEFITS

The USW applauded a U.S. Circuit Court ruling in August that denied Alcoa's effort to delay a district court's order that the company must reinstate retiree health care benefits.

The district court ruled in March that Alcoa broke a contractual agreement to provide lifetime health care benefits to union-represented workers who retired before June 1993, and directed Alcoa to restore the retirees' access to the plan it had moved them

from in January 2021.

The rulings stem from a class-action lawsuit in December 2020 by the retirees, the USW and the Aluminum Trades Council of Wenatchee, Wash.

"The USW is pleased with the court's decision, and with the retirees, is prepared to defend the District Court's ruling in the appeals court," District 7 Director Mike Millsap said in response to the August ruling. "It is only right that Alcoa restore the benefit plan it ended without justification. We remain committed to standing with our retirees until justice is fully achieved."

force, which joined the USW in September 2024, with improving the work environment at the facility.

"The Steelworkers have been a great partner to us, helping us grow and become more professional," Mastrangelo said.

USW member RayNisha Addison, who came to work at Eos a year ago, said she struggled to make ends meet before landing her union job there.

"Growth is a great thing to see," Addison said.

District 10 Director Bernie Hall said the partnership between the USW and Eos – which specializes in large-scale, long-term energy storage – is an example of what happens when labor, business and government work together toward a common goal.

"These are the jobs of the future," said Hall. "And they are good, union jobs."



MOLD MAKERS RATIFY NEW CONTRACTS

USW mold makers who work at O-I and Ardagh glass-producing facilities across the United States ratified new three-year agreements this fall that cover about 250 members at 20 facilities.

Despite difficult conditions in the glass industry over the past few years that saw U.S. producers battered by unfair imports, members stood together in solidarity and demanded fair treatment. That solidarity paid off with contracts that included annual wage increases, a boost to retirement contributions, and limited changes to existing health care costs.

The USW's agreements with both glass companies expired Aug. 31. The new agreements took effect Sept. 1 and will run through Aug. 31, 2028.

O-I AGREEMENT

LOCAL	LOCATION
675-70	Los Angeles
18-1	Tracy, Calif.
138-1	Lapel, Ind.
45	Winston-Salem, N.C.
121-1	Zanesville, Ohio
120	Muskogee, Okla.
330-4	Portland, Ore.
71	Crenshaw, Pa.
71	Brockway, Pa.
78	Danville, Va.
64	Toano, Va.

ARDAGH AGREEMENT

LOCAL	LOCATION
18-2	Madera, Calif.
138-2	Dunkirk, Ind.
106	Winchester, Ind.
77	Pevely, Mo.
55	Henderson, N.C.
4213	Bridgeton, N.J.
63	Sapulpa, Okla.
150	Port Allegany, Pa.
892-1	Burlington, Wis.



USW MEMBER PREPARES FOR BOSTON MARATHON

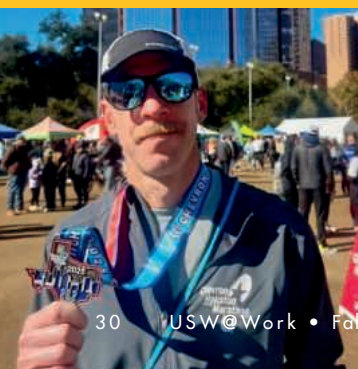
Local 13-1 member Aaron McCreery is looking forward to running the 130th Boston Marathon next April after having qualified by finishing the Houston Marathon in 2 hours, 58 minutes, and 49 seconds.

McCreery, who qualified despite working long, demanding shifts at Marathon Petroleum in Texas City, while training, said qualifying for the iconic race has been a dream.

"It wasn't just about me," he said. "It was about proving that working people, union members, and everyday runners can take on something extraordinary and succeed."

Losing his father just months earlier gave the qualifying race in January added meaning, McCreery said.

"Running became a way to process that loss and carry his memory forward," he said. "I'm proud to carry both my dad's memory and the USW spirit with me as I prepare to run in Boston."



ATOMIC WORKERS BOOST SOLIDARITY

USW Atomic Energy Workers Council (AEWC) members charted a worker-centered future at their fall meeting in September, educating each other on issues including federal funding cuts and doubling down on work force training and worker health and safety.

AEWC Council President Gary Wilson and International Vice President Roxanne Brown led the council through a packed agenda that included sector updates from Department of Energy officials and discussions of the future of investments in the sector.

CORNING WORKERS GAIN SUPPORT IN NORTH CAROLINA

Corning workers and dozens of allies marched through the streets of Durham, Midland, and Winston-Salem, N.C., earlier this year, calling on the company to respect the rights of workers at the facility to organize a union.

The series of marches this summer came on the heels of a petition drive in which workers gathered more than 1,500 community signatures, demanding that Corning respect the rights of workers at the company's non-union facilities to organize. A coalition of workers and community allies delivered the signatures to Corning management.



MEMBERS RATIFY NEW CONTRACT WITH VALE

Members of Local 2020-05 in Ontario voted this fall to ratify a new four-year contract with Vale that delivers wage increases, bonuses, pension gains, stronger health and safety provisions, and new protections for fairness in the workplace.

“This agreement reflects the power of solidarity and the determination of our

members to win real improvements,” said District 6 Director Kevon Stewart. “Steelworkers are stronger together.”

Local 2020-05 President Sherri Hawkes said the success at the table was the result of strong planning, member engagement and solidarity throughout the process. “We put in a year of preparation, from engaging new members to launching surveys and communications campaigns, and that groundwork paid off.”

LEGISLATION WOULD PROTECT ATHLETES’ RIGHTS

U.S. Rep. Summer Lee of Pennsylvania and U.S. Sen. Chris Murphy of Connecticut this summer reintroduced the College Athlete Right to Organize Act to ensure college athletes have the right to collectively bargain and unionize.

“These athletes put their bodies and futures on the line for their schools while bringing in millions for athletic departments and universities,” Lee said. “Yet the NCAA continues to deny them the fundamental right to organize and fight for fair treatment.”

The College Athlete Right to Organize Act would protect the rights of college athletes by designating them as employees of their universities and would establish the jurisdiction of the National Labor Relations Board over universities in the context of athletics.

The USW has a long partnership with the National College Players Association

in the fight to improve medical coverage and health and safety standards, increase athletes’ freedom to earn money, and allow them to transfer more easily.

USW International President David McCall applauded lawmakers’ efforts to protect athletes.

“The NCAA is a massive business kept afloat by more than half a million players in the United States,” McCall said. “Our union has advocated on behalf of athletes for more than 60 years, and we’re proud to once again back common-sense measures like the College Athlete Right to Organize Act that ensure college athletes receive the fair compensation, just treatment and safe workplaces all workers deserve.”

While the Trump administration announced ambitious goals for nuclear energy, including adding 300 gigawatts of new U.S. atomic capacity by 2050, it is not clear if the government has the wherewithal to make those changes a reality with current funding and staffing cuts.

The administration also ordered a dangerous rewriting of safety rules that would increase exposure thresholds for workers. AEWG members expressed concern to federal officials that USW members are not involved in critical decisions that impact their health and safety, and resolved to continue their lobbying efforts across all levels of government to ensure elected officials advance workers’ priorities.

The petition called on Corning to “allow all workers to exercise their federally guaranteed right to form a union without interference or delay” and also sought to establish Juneteenth as a paid holiday for workers.

The National Labor Relations Board Region 10 in Atlanta issued a complaint in June alleging that Corning violated workers’ rights by making coercive state-

ments and threats aimed at discouraging workers from supporting the union.

Corning responded to the complaint by alleging that the National Labor Relations Act is unconstitutional.

Workers at the company’s facility in Wilmington, N.C., are USW members, in addition to Corning workers in New York state, Virginia, Kentucky and New Jersey.



U.S. Rep.
Summer
Lee

Have You Moved?

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

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

Name _____

New Address _____

City _____

State _____ Zip _____

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

LEO W. GERARD

1947 - 2025 | 08

USW MOURNS LOSS OF FORMER LEADER

Leo W. Gerard led the USW as international president for 18 years, steering the union through some of its most challenging times with the strength, tenacity and grit he gained growing up as the son of a union miner in a company town in Sudbury, Ontario. When he died on Sept. 21, 2025, he left behind a legacy of unflinching solidarity.

