

# USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



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**“THIS COUNTRY REALLY IS AT A TURNING POINT. THIS UNION IS GOING TO PUT ITS EFFORT AND ITS MOUTH AND ITS MONEY INTO ORGANIZING, AND WE’RE GOING TO GROW.”**

INTERNATIONAL PRESIDENT TOM CONWAY, FOLLOWING HIS SWEARING-IN FOR A NEW TERM, MARCH 1, 2022

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Jeremy Wofford and other members of Local 1155L manufacture tires at the Bridgestone factory in Morrison, Tenn. Photo by Steve Dietz.

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## Infrastructure Victory

As president of Local 5696, I am thrilled President Biden signed the bipartisan infrastructure bill into law on Nov. 15. As a longtime employee of the Massachusetts Department of Transportation (MassDOT) and the former Massachusetts Turnpike Authority (MTA), I know this means a great deal for the citizens of Massachusetts, Local 5696 members, and all Americans across the country.

MassDOT will receive approximately \$1.8 billion dollars in funding for much-needed improvements on roadways, bridges, infrastructure resiliency programs, including carbon reduction, electric vehicles, ferry boats, and along with other vital transportation needs. The public will benefit from the increase in public transportation safety for many generations. The uptick in infrastructure improvements will also contribute to the fight against climate change.

At MassDOT alone there will be a need to create approximately 150 new jobs with good pay, financial security and retirement security. This will benefit the unions by increasing their membership and welcoming “new” long-term, younger members who will strengthen the unions and communities across each state.

It will also allow for the creation of good-paying, secure jobs for union workers in other specialized fields, across the country as well as across every sector of the economy.

This new law will be a positive influence on the country and the economy and should be celebrated as a victory by all Americans. The future is bright and looks great.

*Laurie J. Carlson  
President, Local 5696  
Ashland, Mass.*

## Vote Blue for Workers

I’m from a union family, and I read *USW@Work* cover to cover when it arrives.

I love reading the stories and successes of union workers. I am curious, though, why,

in the most recent editions – about Biden’s COVID-19 relief package, the infrastructure bill, and the upcoming Build Back Better plan, as well as the once again growing union movement – while these were hailed as such good news on the economy, yet President Joe Biden was barely mentioned. These were his plans, weren’t they? I would think he would have gotten some credit for being a huge union supporter.

I also noticed one of the recent letters to the editor urged people to “Buy American” to keep the economy growing. Of course that is vitally important, but I would add that it’s even more critical that we all vote for Democrats up and down the ticket – particularly in the upcoming midterm elections.

If we lose the majority in the U.S. House, Republicans will try to undo all our progress and nothing that supports working people will get sent to the Senate. If we lose the Senate, we are lost.

Authoritarianism will be what becomes of our democracy, and the working class will fall by the wayside. The 2 percent who are running things will then destroy unions, because union workers cut into their profits as well as their authority.

So, let’s give President Biden the credit he is due and support him and Build Back Better. And yes, buy American – but for God’s sake, and for the sake of our country, vote blue.

*Kate Scott  
Lopez Island, Wash.*

## Save Our Democracy

I am a 78-year-old USW retiree, and I worked in Cleveland for 31 years.

I am so proud to be a union member. The union has done a lot for me, but I am concerned about our country’s democracy going down a rabbit hole like so many pundits are saying that it will. I live off my Social Security, pension and Medicare. If our democracy fails, we will no longer have these programs. We will have

nothing – absolutely nothing. I just hope our USW workers will vote for the people who will save our democracy, to save what we have to live on.

*Fred Robertson  
Local 979, Retired*

## Stay Union Strong

I enjoy reading the *USW@Work* magazine. Being a retired steelworker for some 29 years, I enjoy being kept up to date as to what is happening. I retired from Inland Steel in 1993.

One thing that really bothers me is all the states trying to destroy unions with “right to work” laws. It is not right for one person to pay dues while the person next to them does not. But the union has to represent both of them.

I believe that the politicians, and the money behind them, are trying to destroy unions. It will take many years, but they could break the unions, and working people will be back to where they were a hundred years ago, working for the “company store.” Let’s pray that this doesn’t happen and we stay union strong.

*Roger Dukes  
Local 1010, Retired*

P.S. My son says that he could earn a living without being unionized. But if his wife was not in the Tennessee teachers’ union, they would pay \$800 to \$1000 per month for insurance with no retirement benefits.

## 80 Years of Solidarity

On May 22, 2022, the USW will celebrate the 80th anniversary of its founding. If you are a longtime USW member or retiree with stories to share about the history of the union, please email *USW@Work* at [editor@usw.org](mailto:editor@usw.org).

## 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](mailto:editor@usw.org) or by mail at 60 Blvd. of the Allies, Pittsburgh, PA 15222.



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# WE KEEP AMERICA ROLLING

## Tennessee's Bridgestone Workers Turn Out Some of the Best Tires in the World

David Eldridge reported for his first day of work at the Bridgestone tire factory in Morrison, Tenn., on July 5, 1994. Before he went home that day, he also became a member of Local 1155.

"I signed on day one," said Eldridge, whose father was a union sheet metal worker. "I remembered the benefits of the union from my early days."

Eldridge is not alone. Despite living in a state where they could choose to shirk their responsibility to pay dues because of so-called "right-to-work" policies, more than 90 percent of the 800 hourly workers at the Bridgestone plant are dues-paying members of the local, and many of them are union activists.

Annette  
Veals  
ANNETTE





## Solidarity Works

One of those activists, Jamie Martinez, who serves on the local union's Civil and Human Rights and Next Gen committees, got involved in the union early on, with the help of some grandfatherly advice.

"My grandpa said, 'Sign that card,'" noted Martinez, a six-year member who also drew inspiration from the international union's inaugural Next Gen conference three years ago in Pittsburgh.

"It wasn't until I set foot in that conference that I understood the magnitude of what I was involved in," Martinez said. "It takes hard work, dedication and solidarity. Solidarity more than anything else."

That solidarity is clearly visible among the Local 1155L membership in rural Warren County, Tennessee, where members' families, schools and businesses all depend on the good wages that the USW negotiates in its contracts with Bridgestone.

"We help keep local businesses afloat," said Local 1155L President Drew Rodriguez. "It all trickles down to every business that we support."

In addition, those wages and benefits allow workers to raise families and enjoy a quality of life that wouldn't be possible without the union.

"All the things I wanted out of life," Rodriguez said, "I never could have done without the union."

## Pride in Their Work

The pride that members feel in being USW members is also evident in their approach to the day-to-day work of producing tires that bear the iconic Bridgestone label.

"Every employee takes pride in the tires that come out of our facility," Rodriguez said. "We know it's an excellent product because we take our time to make sure we get it right."

The workers in Morrison produce more than 9,000 large truck and bus tires each day, making the factory No. 1 in productivity among Bridgestone's 24 plants. The workers at the facility also lead the company in cost-efficiency.





Joyce Wood



Jeremy Wofford

One reason for the factory's long-term success is the collaborative relationship the plant's managers enjoy with the union work force. That stems in part from the fact that each member of the Morrison management team started out working on the shop floor, said plant manager Tim Painter.

"That's what makes our culture different," Painter said. "This plant has a lot to be proud of."

Among those points of pride is the work force's dedication to health, safety and environmental stewardship. Those principles are at the core of what the USW stands for, and local leaders in Morrison share that dedication.

Local 1155L (the "L" was added following the United Rubber Workers' merger into the USW in 1995) has an active and engaged safety committee whose members work closely with Bridgestone managers to identify and eliminate hazards.

"It's the foundation of working," Heath Young said of his efforts as part of the USW safety committee. "The union itself, I believe, is born out of safety."

The Warren County factory has been recognized by the Occupational Safety and Health Administration as a Voluntary Protection Program STAR site for its work to keep employees safe, and the building was the first tire plant in the world to receive a Leadership in Energy and Environmental Design (LEED) Silver Certification for sustainability and environmental responsibility.

"This plant is always at the forefront," Painter said.

The 906-acre site includes the 2-million-square-foot Bridgestone facility as well as a 680-acre wildlife preserve, both of which regularly host visits from schoolchildren in the area.

## High-Tech Work

Inside the factory, Bridgestone employs a mix of time-honored, hands-on techniques and state-of-the-art technology to produce some of the most advanced products on the market. Each step of the way, USW members are there to make sure the job is done right.

Banbury mixers oversee the beginning of the process, where rubber, pigments and other raw materials are blended to create the primary building blocks for Bridgestone tires. Members in the extrusion department then feed that material into mills to create various shapes and thicknesses.

Builders assemble pieces of rubber, along with steel, nylon, wire and other components, on machines before the products move on to the curing process, where each individual piece is molded, under intense heat and pressure, to create a finished tire.

## A New Generation

The work of building quality tires – and of being an effective union activist – takes time and dedication, and local union leaders, including Financial Secretary Van Tenpenny, recognize the importance of mentoring the next generation to ensure that the USW's tradition of activism continues.

About 35 percent of the work force in Morrison has less than six years of experience, and the company expects more than 150 workers to retire in the next five years.

"It's our job to educate those coming behind us," said Tenpenny, a Tennessee native who came to work at the factory not long after it opened in 1990.

In addition to handling the union's finances for the past 22 years, Tenpenny oversees the local's award-winning

member-to-member communications program, in which he informs Bridgestone workers about the many benefits the USW delivers for them.

"We have a collective voice that puts us on the same playing field with the company," he said. "We're all in this thing together."

## Upcoming Bargaining

That sense of togetherness will be particularly important for the workers as they approach the expiration of their contract this summer.

In addition to the members in Morrison, the USW represents Bridgestone workers in nearby La Vergne, Tenn., as well as in Akron, Ohio; Des Moines, Iowa; Russellville, Ark., and Bloomington, Ill. Their contract runs through July 29.

Rodriguez, who is in his first year as Local 1155L president, said he has been working hard over the past several months to build relationships with leaders at other tire locals as





Kenny Thompson

# ★ WE ★ SUPPLY AMERICA

#USWMADE #USWVOICES

should build on the strong wages, benefits and safe working conditions the USW has established over the past 32 years in its negotiations with Bridgestone.

“Safety is the key for everyone,” he said. “This plant – and this union – it’s our responsibility to keep them going.”

## Fight for Fair Trade

One way the USW fights to keep the U.S. tire industry going, Roland and other members say, is through the union’s relentless fight for fair trade and Made in America rules.

Local 1155L Recording Secretary Carlos Amado said that the USW’s campaign to ensure robust domestic supply chains for essential goods is part of the reason he has been proud to call himself a USW member for 27 years.

“If we learned anything from this pandemic,” Amado said, “we should have learned that.”

Trucks with Bridgestone-made tires kept U.S. businesses and households supplied with much-needed goods throughout the COVID-19 crisis.

“We keep America rolling,” Rodriguez said.

USW members should be proud of their role in keeping vital supply chains stocked, and they should be compensated fairly for it, Amado said.

“Without the trucking industry, we couldn’t honor that demand,” he said. “We know our product is the best in the world, and that’s just a good feeling.”

## Essential Workers

Members like Amado are certain that they produce top-of-the-line tires, because they are involved in every step of the production process.

The tires that come out of the Mor-

the contract expiration nears in the hope that, working together, they can achieve a fair agreement.

## The Union Difference

First-time union members Jamie Craven, a three-year member, and DeeJay Roland, who has worked at the factory for seven years, recognized the difference their union contract made very soon after starting their jobs at the Bridgestone plant.

Roland, a Local 1155L executive board member who also serves on the union’s Next Gen committee, said he has worked at non-union jobs in the past and that the upcoming contract



risson factory get heavy day-to-day use, in some cases for more than one million miles, so quality control is essential.

Prior to shipping them to customers, Bridgestone puts its products through a rigorous testing and inspection process. Workers, like 19-year USW member Annette Veals, visually and manually check each individual tire to ensure that there are no abnormalities before they are sent out the factory door.

“It’s important,” said USW policy committee member Tommy Winkles. “We want people to know that we build some of the best tires in the world.”

### Industry Challenges

Winkles knows something about that – he’s been involved in making tires for 44 years. Before coming to Bridgestone 32 years ago, he worked at

the Goodyear factory in Gadsden, Ala., about 150 miles south of Morrison.

That plant, once the largest tire factory in the world, closed in 2020 after 90 years in operation, when the company moved production to Mexico.

That loss was particularly devastating for then-Local 12L President Mickey Ray Williams, who fought for years to preserve quality union jobs

at Goodyear and who now serves the members of Local 1155L and others in the region as a USW staff representative.

“When we compete fairly, American tire makers are the best in the world,” Williams said. “Unfortunately, the playing field we’re on when it comes to trade isn’t always fair.”

The Gadsden closure is a reminder of why the USW plays such an important role in manufacturing towns like Morrison, why the union continues to organize tire plants throughout the South, and why union members have fought so hard for decades for worker-friendly trade practices and strong “Made in America” policies.

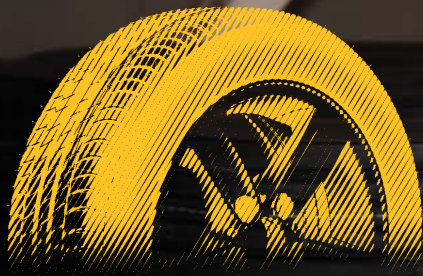
“Bringing more tire workers into the union, like those at Bridgestone in Tennessee, Kumho in Georgia, Giti in South Carolina, and elsewhere, will only make the U.S. industry stronger,” said Daniel Flippo, director of District 9, which includes Tennessee as well as Alabama, Florida, Georgia, Mississippi, North Carolina, South Carolina and the U.S. Virgin Islands. “All USW members who produce the tires we drive on know the union difference, and all workers deserve to feel that same pride shown at Local 1155L.”

Strict domestic procurement rules, which the Biden administration pushed for as part of its \$1.2 trillion Infrastructure Investment and Jobs Act passed last year, will help ensure that the good jobs that USW members have at Bridgestone and other tire makers can continue for the next generation and beyond.

“We have fought for years for our jobs here,” Tenpenny said. “And we will continue to fight, because of our union.”







# BARGAINING GETS UNDER WAY

Contracts with Major Tire Producers Set to Expire in July



James Harden

**U**SW local leaders representing thousands of members who work in the tire and rubber industry kicked off the bargaining process this spring as they prepared to negotiate several major contracts.

The union's contracts with Goodyear, Bridgestone, BF Goodrich and Conti-Tech all expire near the end of July.

About 60 members who work at those companies and others in the industry gathered in Pittsburgh this spring to share information, compare notes and strategize for the future at the union's Rubber/Plastic Industry Conference (R/PIC) meeting.

"It's been a tough few years for the industry," said R/PIC Chairman Kevin Johnsen. "But it's come roaring back."

## Industry Thriving

After some shutdowns and slow-downs related to the COVID-19 pandemic, tire and rubber producers across the United States have been selling tires as fast as they can make them, hiring new workers and expanding operations.

"Prices are high, products are selling out. When times are tough, our employers don't hesitate to use that against us," International President Tom Conway told R/PIC members. "We're not going to hesitate to use this climate to get the best possible deals that we can."

The current "workers' economy" as Conway described it, gives employees more power than they've had in years, but USW members must be smart about how they put that power to use.

## Expiring Contracts

Earlier this year, members at three

Titan Tire Corp. factories voted to ratify new three-year agreements covering about 800 members of Local 890 in Bryan, Ohio, Local 745 in Freeport, Ill., and Local 164 in Des Moines, Iowa. Those contracts include significant wage increases, signing bonuses, and a continuation of affordable health care coverage.

The USW's contract with Goodyear covers about 6,500 members of Local 2L in Akron, Ohio; 12L in Gadsden, Ala.; 307L in Topeka, Kan.; 831L in Danville, Va.; and 959L in Fayetteville, N.C. That contract expires on July 29.

The contract with Bridgestone covers more than 3,000 members of Local 7 in Akron; Local 310 in Des Moines, Iowa; Local 787 in Bloomington, Ill.; Local 884 in Russellville, Ark.; Local 1055 in La Vergne, Tenn.; and Local 1155 in Warren County, Tenn. That contract also runs through July 29.

The BF Goodrich contract, which covers about 2,500 members of Local 351L in Tuscaloosa, Ala., and Local 715L in Fort Wayne, Ind., runs through July 30.

With so many major agreements expiring around the same time, the union's solidarity across the industry could be more powerful than ever.

"This industry doesn't want to fight with us," said International Vice President Dave McCall, chair of the union's Good-year bargaining team. He noted that the USW, the largest union in tire manufacturing, and its employers have benefitted in recent years from efforts to curb unfairly traded imports across the industry.

## Trade Victories

A successful petition for an investiga-

tion, under Section 421 of the Trade Act, into Chinese tire imports was followed by a series of anti-dumping and countervailing (AD/CVD) duty orders against foreign importers, including China, India, Korea, Taiwan, Thailand and Vietnam. Those cases covered products including passenger vehicle and light truck (PVLT) tires, truck and bus tires, and off-the-road (OTR) tires.

"We put a lot of resources into fighting for fair trade," McCall said, promising that those efforts would continue.

While the USW's trade victories provided relief to many domestic workers, the remedies sometimes are too little and too late for others. That was the case for members at Goodyear's plant in Gadsden, Ala., which was once the largest tire factory in the world before the company closed up shop in 2020 after 90 years in operation. Goodyear moved much of that factory's production to Mexico, where it could take advantage of low wages and lax regulations.

"They need to start building plants here at home," Conway said. "America needs more tire plants built by domestic companies."

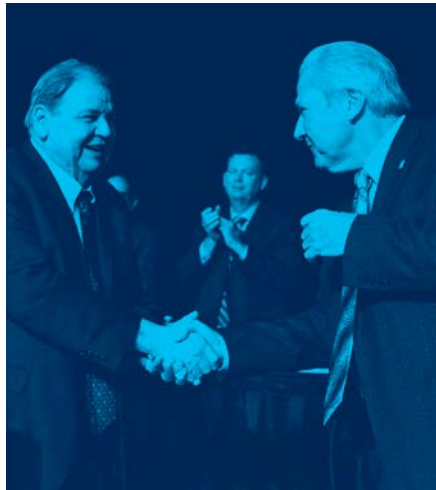
To ensure a strong domestic tire industry for the long term, he said, the USW must be vigilant in its fight for fair trade, and in its efforts to organize non-union tire factories throughout the south, a number of which are now being built by foreign competitors whose imports were subject to trade remedies.

"We're in a better position to fight now than we have been in a long, long time," Conway said. "They need us, and they need our tires."



# A Call for UNITY

OFFICERS BEGIN NEW TERMS AS CONWAY  
PROMISES AGGRESSIVE ORGANIZING CAMPAIGN



“Together” – that was the theme International President Tom Conway returned to throughout his swearing-in ceremony as he began his second term on March 1 in Pittsburgh.

“It’s important that we were able to come back together,” Conway said, referencing the two-year COVID-19 pandemic that resulted in the postponement of many of the union’s in-person activities. “It’s important that we celebrate this process.”

That process – the quadrennial election and installation of officers – is a symbol, Conway said, of the fact that the USW is one of the few international labor organizations that holds membership-wide referendum elections for top offices. Many other unions conduct such elections during conventions or through other means.

“It was one of our founding principles,” Conway said. “Since the days of the Steel Workers Organizing Committee, it’s been one member, one vote.”

Celebrating that democratic principle alongside USW members at the installation was Liz Shuler, who last August took over as president of the AFL-CIO following the unexpected passing of Richard Trumka. In Shuler’s first address to a USW-only audience as president, she echoed Conway’s theme of togetherness, both in the literal and figurative sense.

Shuler called on USW members to help bring the nation together by seeking unity on the countless issues of importance to workers.

“We are a nation divided, but working people agree on a lot,” Shuler said. “And working people are hungry for change.”

Among those changes, Schuler and Conway agreed, will be to continue to enact pro-worker policies like the Infrastructure Investment and Jobs Act that the USW championed and that President Joe Biden signed into law last November.

Other important advances worth fighting for include passage of the Protecting the Right to Organize (PRO) Act, which would make it easier for workers to join unions and increase penalties for employers who illegally block those efforts.

## Organizing Push

With or without the help of the PRO Act, Conway said, the USW is poised to substantially increase its efforts to organize new workers into the union, with plans



to hire a team of rank-and-file member organizers from across the country, in all sectors, to help grow the movement.

Organizing new members was one of Conway's top priorities when he took office as president in 2019. Not long after that, though, the pandemic brought on, as he put it, "a cloud of uncertainty," and put those plans on hold.

"We are never walking away from that," Conway said. "We are going to fight and we are going to continue to organize."

Part of that fight, he said, will be union leaders in all corners of the continent reaching out and talking with rank-and-file members, finding out what issues matter to them, and acting on them.

USW leaders this spring will be doing just that as they continue the "Your Union, Your Voice" campaign the Steelworkers launched in 2019 before COVID-19 put that, too, on hold.

"Your Union, Your Voice – that remains our campaign today," Conway said, promising more frequent communication with existing and prospective members of the USW. "We've got to talk at a deeper level. We need to engage directly with the members of our union."

## Youth Movement

Young members in particular, Conway said, are hungry for collective action, and far too many are in low-paying, non-union jobs.

"This country really is at a turning point," he said. "This union is going to put its effort and its mouth and its money into organizing, and we're going to grow."

As a symbol of his commitment to prioritizing young workers, Conway invited his granddaughter to administer his oath of office before he swore in his fellow executive board members, including five new district directors and a new national director for Canada, Marty Warren.

With the high cost of education, and employers who pay too little while demanding too much, the current U.S. economy is particularly difficult for younger workers to navigate, Conway said, but collective bargaining is the most effective remedy.

"Our plan is simple – we're going to continue to fight for better lives for working people," he said.

## Fight for Civil Rights

Conway and Shuler also congratulated Fred Redmond, the former International Vice President of the USW who became Secretary-Treasurer of the AFL-CIO when Shuler was elevated from that office to the coalition's presidency.

"We are so proud," Shuler said. "He's bringing a Steelworkers' voice inside the AFL-CIO. He leads with dedication and purpose."

Part of that purpose has been to speak out in support of marginalized communities across the world, as the leader of the USW's civil and human rights efforts, and as president of the Trade Union Confederation of the Americas, which represents 55 million workers in 21 countries.

USW members have a duty, Shuler said, to continue to support that vital work – including the current fight to ensure fair and equal access to the ballot in national, state and local races – in the United States.

"Democracy is at the heart of our movement," Shuler said. "We can't take that for granted."

Shuler's counterpart in Canada, Bea Bruske, president of the Canadian Labour Congress (CLC), echoed those sentiments as she welcomed Warren as the USW's new Canadian leader.

Bruske also expressed gratitude to former director Ken Neumann, who served in the Canadian director's role since 2004 and championed Bruske for the CLC leadership position. Neumann announced last year that he would not seek re-election.

"So many owe a deep debt of gratitude to Ken for his tireless work," Bruske said, promising that she would seek to emulate Neumann's "fierce" commitment to justice.

"Together, we can stop the race to the bottom that has decimated manufacturing jobs and communities," said Bruske, a former USW member. "We've confronted these challenges before."

Also addressing the gathering of about 500 members in Pittsburgh, via video, were former International President Leo W. Gerard and U.S. Sen. Bob Casey of Pennsylvania.

Both Casey and Gerard credited the membership with passage of the infrastructure law following the union's "We Supply America" campaign in support of the transformative legislation. They also congratulated Redmond on his appointment to the No. 2 position in the AFL-CIO.

"I'm tremendously proud that our union has kept up the fight," Gerard said.

## New Leaders

Effective March 31, International Vice President Fred Redmond stepped down from his USW leadership role to focus fully on his new AFL-CIO duties. See story, page 14.

In addition, former District 6 Director Marty Warren was elected the union's new National Director for Canada, replacing the retiring Ken Neumann. The union's other newly elected leaders installed on March 1 included:

District 3 Director Scott Lunny, covering Canada's four western provinces and its three northern territories. Serving as assistant to the director since 2008, he worked with members throughout the district on bargaining, organizing, training and political action.

District 6 Director Myles Sullivan, whose district includes Ontario and Atlantic Canada. A Steelworker for more than 25 years, he previously served as assistant to former District 6 Director Marty Warren.

District 8 Director Larry Ray serves members in Kentucky, West Virginia, Virginia and Maryland. He is a second-generation USW member and former rubber worker with nearly 30 years of experience as a labor activist.

District 10 Director Bernie Hall, a fourth-generation Steelworker, serves members in the state of Pennsylvania. He was formerly president of Local 8183 and served as the district's first Next Generation Coordinator.

District 13 Director Larry Burchfield, a former oil and chemical worker, now serves members in Arkansas, Louisiana, Oklahoma and Texas. He previously served as assistant to the district director.

Re-elected to their positions were Conway; International Secretary-Treasurer John Shinn; International Vice Presidents David McCall, Roxanne Brown and Leeann Foster; and Directors Donnie Blatt (District 1), Del Vitale (District 4), Dominic Lemieux (District 5), Michael Millsap (District 7), Daniel Flippo (District 9), Emil Ramirez (District 11), and Gaylan Prescott (District 12).



# USW Restructures DISTRICTS

The USW International Executive Board (IEB) voted, effective March 1, to restructure the union's 10 U.S. districts into nine.

The unanimous decision to merge the state of Michigan into District 1 and the state of Wisconsin into District

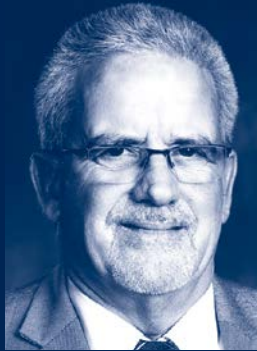
7 followed longtime District 2 Director Michael Bolton's announcement last year that he would retire following the installation of officers this March.

"This decision allows us to better serve members by streamlining the union's footprint and strengthening the density in our districts," said International President Tom Conway. "It positions the USW to continue to meet the challenges working families face every day and ensure a viable, responsive and influential presence in every sector and district of our union."

As a result of the updated boundaries, District 1 now consists of members in Ohio and Michigan, while District 7 consists of members in Illinois, Indiana and Wisconsin. Donnie Blatt serves as Director of District 1, while Michael Millsap is Director of District 7.

The restructuring changes the size of the IEB to 19 members, including the USW International President, Secretary-Treasurer, National Director for Canada, four Vice Presidents and 12 District Directors.

**D1 DONNIE  
BLATT**



**D3 SCOTT  
LUNNY**



**D4 DEL  
VITALE**



**D5 DOMINIC  
LEMIEUX**



**D6 MYLES  
SULLIVAN**



**D7 MIKE  
MILLSAP**



**D8 LARRY  
RAY**



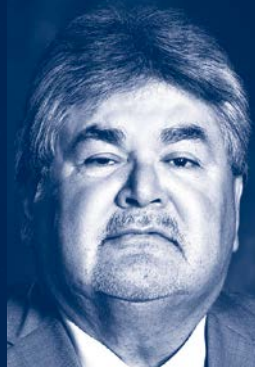
**D9 DANIEL  
FLIPPO**



**D10 BERNIE  
HALL**



**D11 EMIL  
RAMIREZ**



**D12 GAYLAN  
PRESCOTT**



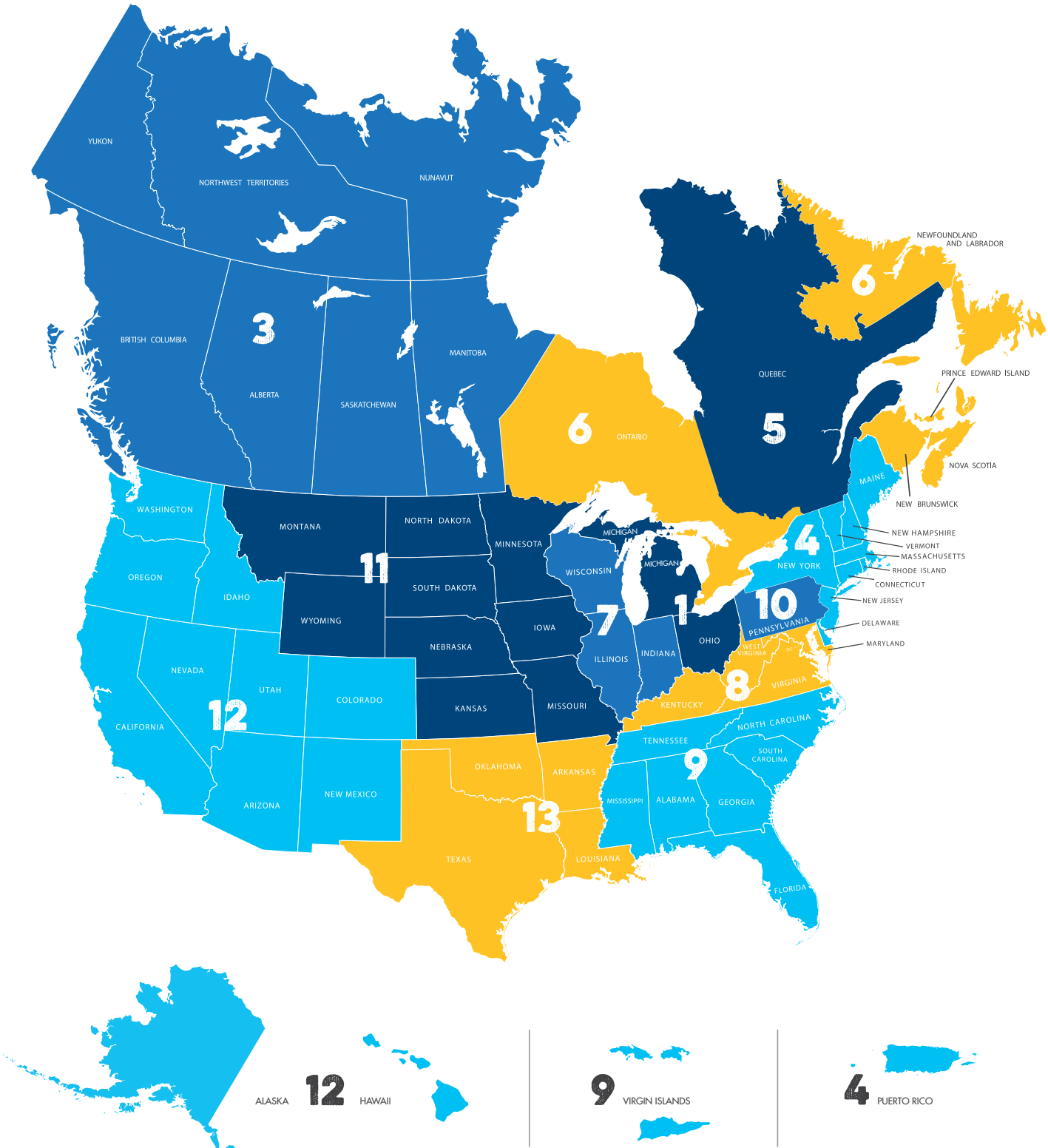
**D13 LARRY  
BURCHFIELD**



**NEWLY ELECTED**



# DISTRICTS OF THE USW





# REDMOND STEPS ASIDE

## Mapp Takes Over as Vice President, Replacing Longtime USW Leader

AFL-CIO Secretary-Treasurer Fred Redmond, left, and International Vice President Kevin Mapp

**F**red Redmond started his career as a USW leader in 1973 when he went to work at Reynolds Metals Co. Almost immediately, he became a union activist, serving as a steward, grievance committee chair, local vice president and president.

That was only the beginning. Redmond's work on behalf of his fellow workers led to an appointment to the international staff in 1996, and to his election, in 2006, to the position of USW International Vice President. Redmond filled that role until March 31, 2022, when he stepped aside to focus on his duties as the new Secretary-Treasurer of the AFL-CIO.

"While I am stepping away from a leadership role with the USW, in my heart I will always be a Steelworker," Redmond said. "From my earliest working days, I knew the power of unions to transform the lives of working people. That's why we do what we do. And that's why it's been my honor to serve the members of the greatest union in the world. I look forward to continuing that work in a different role."

In accordance with the USW Constitution, the union's Executive Board elected Kevin Mapp, a longtime leader in District 2, to take Redmond's place as International Vice President (Human Affairs).

"The USW and working people across the country owe a great deal of

gratitude to Fred," said International President Tom Conway. "He has a long history of service to our members and to our communities. He made our union stronger. He's a tremendous leader, and I know he will continue to be a powerful voice for working people."

### New AFL-CIO Role

In August 2021, following the passing of AFL-CIO President Richard Trumka, and Secretary-Treasurer Liz Shuler's transition to the coalition's top job, Redmond made history as the first African-American Secretary-Treasurer of the nation's largest labor organization.

Through his career, Redmond led members through some of the union's most challenging contract bargaining. He chaired negotiations for more than 10,000 shipbuilders of Local 8888 in Newport News, Va., as well as for the 7,500 members of Local 7600 at health care conglomerate Kaiser Permanente in California. Both of those locals recently ratified strong new contracts.

Redmond coordinated bargaining for the union's health care, pharmaceutical and public sector workers, oversaw the USW's civil and human rights work, and chaired the board of directors of the A. Philip Randolph Institute. He also worked to build many of the union's international alliances and was elected in 2021 as president of the 55 million-member Trade Union Confederation of the Americas.

"The entire executive board, staff and members of the United Steelworkers wish Fred Redmond the very best," Conway said. "He has always supported working people, and he has our support as he moves on to the next chapter of his career."

### New Vice President

Kevin Mapp, the new International Vice President, previously served as the assistant to retired District 2 Director Michael Bolton. Mapp began his career as a member of Local 1299 at Great Lakes Steel in Ecorse, Mich., and joined the USW staff in 2012. He has worked with local unions to bargain contracts in steel, chemical, paper and other major industries over the past decade, and has served on the board of the A. Philip Randolph Institute, as a trustee of the USW Health and Welfare Fund, and on the advisory board of the Institute for Career Development (ICD).

Mapp said that while he has big shoes to fill in replacing Redmond, he is excited about the new challenge and looks forward to carrying on the legacy of a true giant of the labor movement.

"Fred will never be replaced, but this union is stronger because of his leadership, and I will be a stronger leader because I had him as a role model," Mapp said. "Together, we will be able to build on his mission of lifting up working people and fighting for economic justice."



# VICTORY FOR SHIPBUILDERS

THOUSANDS VOTE TO RATIFY NEW CONTRACT AT NEWPORT NEWS

Members of Local 8888, the USW's largest unit of manufacturing workers, voted overwhelmingly in March to ratify a new agreement with Huntington Ingalls Industries that covers more than 10,000 shipbuilders at Newport News Shipbuilding in Virginia.

The contract, which passed by a more than 6-to-1 margin, followed a lengthy campaign by members to demonstrate their solidarity after they voted to reject an offer from the company in November.

"Members have spoken – decisively," said Local 8888 President Charles Spivey. "They have ratified a contract that broke new ground and enhanced gains from previous negotiations."

The five-year agreement was retroactive to Feb. 7 and runs through the same date in 2027.

## Essential Workers

The agreement contains more than \$22,000 in new money based on a 40-hour week. It includes a first-time \$2,000 "essential pay" bonus; a new domestic partner benefit; an additional 8 hours of annual leave, and a monthly boost to pension payments to future retirees.

The new contract also recognizes the invaluable contributions USW members made in recent years, through two years of a global pandemic, to continue to protect U.S. national security by delivering the highest-performing ships and submarines to the U.S. Navy.

"This contract is a testament to the

essential work that Local 8888 members – many of them veterans of the armed forces – do each day to protect us," said International President Tom Conway. "Like so many members of our union, they put their own well-being on the line to make sure our nation's needs are met."

## Public Support

As bargaining ramped up last fall, members rallied support from within their ranks, and throughout their coastal Virginia community, for a fair agreement. Local 8888 members held sticker and T-shirt solidarity days at the shipyard, followed by large public marches in December and January to call attention to the disrespect they initially received from the company at the bargaining table.

Because of the shipyard's mission as an essential component of U.S. national security, local members also sought the support of leaders in the U.S. House and U.S. Senate who help to determine appropriations for the U.S. Navy.

Following the "no" vote in November, and those significant demonstrations of support, members returned to negotiations early this year with a renewed determination to achieve a fair deal.

## Mail Ballots

Members rejected the initial tentative agreement last November with an in-person vote. The second time around, members voted by mail, which generated a much larger degree of participation.

Fred Redmond, who chaired the union's bargaining committee and served as a USW International Vice President before stepping down on March 31, said the mail-in vote was a "game changer."

"It engaged thousands more members and allowed their voices to be heard and their votes to be counted," Redmond said. "This is a proud union with a new generation emerging in the shipyard. This contract gives them solid footing to flourish."

## Shared Prosperity

Spivey, who has worked at the shipyard for more than 40 years, said that Huntington Ingalls Industries paid shareholders \$130 million in dividends in the past year and generated more than \$9.3 billion in revenue in 2020.

Given those numbers, members deserved an equitable share of the company's success, he said.

"Now it's time to move this union forward," said Spivey, "understanding that a good contract is no better than the members who know what it says and what it means."

Spivey, who has survived two strikes in his tenure at the shipyard, in 1979 and 1999, said that the unwavering solidarity of Local 8888 members was the difference-maker in ensuring that they ultimately achieved the contract they deserved.

"Essential shipbuilders are now permanently recognized in writing," Spivey said. "We are not going back."





# ORGANIZING

the

# FUTURE

RANK-AND-FILE MEMBERS LEADING GRASSROOTS EFFORT TO GROW UNION

While Alex Perkins was serving as president of Local 572 and working 12-hour shifts as a paper machine operator at Graphic Packaging in Macon, Ga., he was never shy about promoting the idea of union organizing on his social media pages.

One day, that activity led Mario Smith, who worked at the brand new Kumho Tire plant in town, to send Perkins a message asking if he could meet to talk about the USW. While the two were chatting at a local bar, Smith introduced Perkins to a dozen of his Kumho co-workers, who were just as excited as he was about the idea of joining the USW.

“It took off from there,” Perkins said. “We had an informal union meeting right there.”

## Saying ‘Union Yes’

That discussion led those workers to talk to even more of the 300-plus hourly employees at the plant and, within a few weeks, the idea of having a union at the tire plant had spread like wildfire.

“We scheduled more meetings for the upcoming week,” Perkins said. “I listened to their issues. We had great participation.”

The USW international staff sent organizers to the area to begin collecting union cards. Within a month or so, about 90 percent of the workers had signed up.

“Everybody was strong,” Perkins said. “But then, the company started its anti-union campaign.”

That relentless campaign included Kumho representatives holding several captive audience meetings each day, monitoring workers’ union activity, and threatening union supporters with job loss and plant closure if they voted “yes.”

“They were drilling them every day,” Perkins said. “They pulled out all the stops.”

## Labor Violations

The company was able to narrowly defeat the workers’ first union drive in 2017, but in doing so, Kumho blatantly broke the law. The company took its union-busting so far that a National Labor Relations Board judge not only ordered a new election but took the extraordinary step of forcing the company to read to workers a list of its numerous labor law violations.

The second time around, in 2019, the workers’ vote to join the USW was successful. Now, the members at Kumho – with help from Perkins, now a staff representative for the Steelworkers – are in the process of bargaining a contract.

“We’re ready to go,” Perkins said of the Kumho work force.

## Grassroots Effort

That success story is the first, but far from the last, chapter in the Steelworkers’ renewed grassroots effort to organize non-union workers across the country.

The USW, founded 80 years ago through the work of rank-and-file organizers, is drawing upon that legacy again, launching a far-reaching effort to bring in new members across all industries and in all regions of the United States.

“The history of this union is as an organizing union,” said International President Tom Conway. “The time is right to build on that history.”

American workers, Conway said, are tired of the race to the bottom and are hungry for change, but they need a strong, unified voice in their workplaces to help bring about that change.

To help, the USW is building a team of rank-and-file members from across the country to join the cause. The union will recruit and train workers to speak directly to their peers about how unions help – not only in the areas of pay, benefits, job security and safety, but also by raising the standard of living across entire communities.





## Hungry for Change

From tires and paper to metals and chemicals, workers, especially in manufacturing jobs in the southern United States, deserve the power of union representation, Perkins said.

American workers don't just need unions, they want them, too. A 2021 Gallup poll showed that 68 percent of Americans supported unions, the highest number in nearly 60 years.

That support can be seen in the recent string of major organizing victories nationwide. Last fall, 3,300 faculty members at the University of Pittsburgh voted by a 2-to-1 margin to join the USW, despite the school's administration spending more than \$2 million on a coordinated anti-union campaign.

This April, 8,000 workers at an Amazon warehouse in New York City

voted to form a union. And over the past year, workers at more than 140 U.S. Starbucks locations have announced plans to join Starbucks Workers United, and – so far – workers for at least six of those stores have won their union elections.

The Amazon workers' grassroots campaign was successful despite the company spending more than \$4.2 million on union-busting consultants in 2021 alone.

More victories like those and the one at Kumho will come, Conway said, but lawmakers must make the organizing process easier for workers. That's why the USW has pushed so hard for worker-friendly legislation like the Protecting the Right to Organize (PRO) Act, which would streamline union organizing, safeguard workers' rights and impose more severe penalties against companies that use threats and intimidation to suppress unions.

"The reason companies like Kumho and Amazon think they can get away with busting unions is because so many have done so in the past," Conway said. "It's time for the bullying and harassment of workers to stop."

## New Opportunities

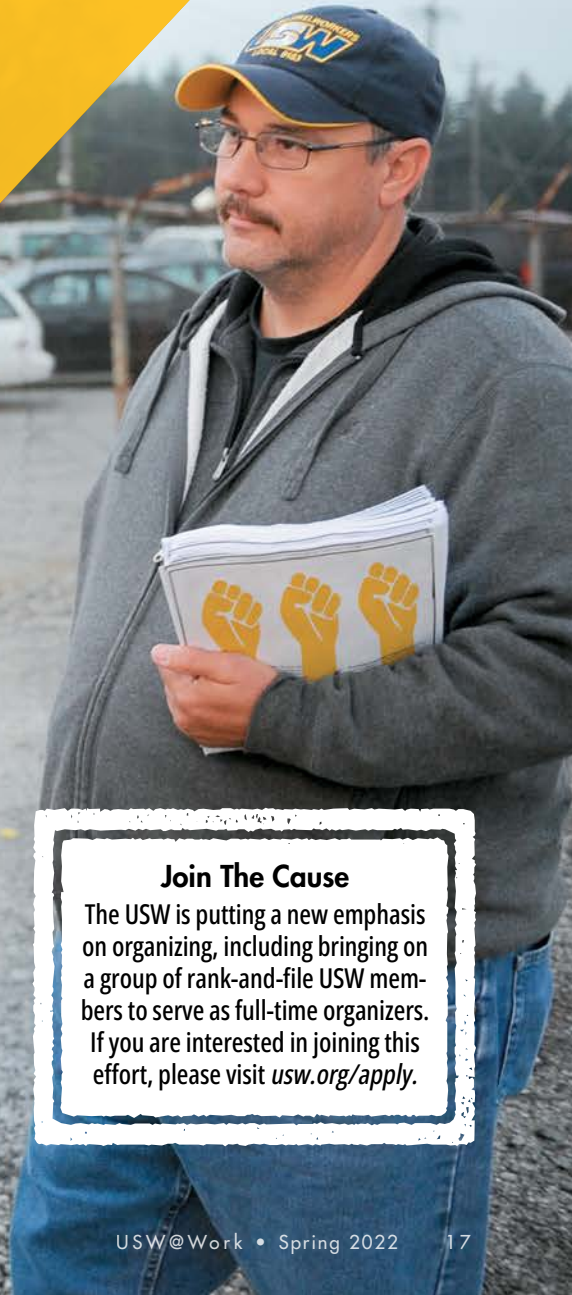
Since the USW victory at Kumho, employees at a handful of other plants in Georgia have already reached out to Perkins and asked him to help them become part of the USW. He gathers information from them and passes it along to his co-workers on the union's organizing staff.

"I'll get the ball rolling," said Perkins. "There are so many workers in so many different industries that want to organize."

In neighboring South Carolina, a group of workers at another new plant, owned by Singapore-based Giti Tire, went public last year with their plans to join the USW. Like the Kumho workforce, the group has faced intense opposition from management, but has the support of a diverse coalition of community leaders, including clergy, elected officials and educators.

Still, the USW's nationwide effort will only be successful if the conversations workers have are like the one Perkins had with the Kumho workers a few years ago – one worker to another. That's why the USW's grassroots approach is so important, Perkins said, because it's about workers talking to people just like them about how they can improve their lives and gain a voice on the job.

"They know me, I live in the area, they see me at the grocery store, the ballpark," Perkins said. "That's the only way that we're going to be successful in organizing."



### Join The Cause

The USW is putting a new emphasis on organizing, including bringing on a group of rank-and-file USW members to serve as full-time organizers. If you are interested in joining this effort, please visit [usw.org/apply](https://usw.org/apply).



# USW RESUMES GRASSROOTS CAMPAIGN WITH SURVEYS, TOWN HALL MEETINGS



## YOUR UNION YOUR VOICE

#USWVOICES



SCAN THE QR CODE  
AND COMPLETE THE  
MEMBER SURVEY

The USW is once again putting members and their voices front and center as the union reboots its grassroots campaign, originally launched in 2019, “Your Union, Your Voice.”

The effort is intended to make sure that members are the driving force behind the union’s legislative and policy priorities, and to provide rank-and-file workers with opportunities to play an active role in fighting for those issues in the political arena on the local, state and federal levels.

International President Tom Conway said the 2019-2020 effort, despite the postponement of a number of in-person meetings due to the coronavirus pandemic, helped USW leaders across the country learn more about what matters most to members and their families.

“We heard directly from members about what our priorities should be, and that feedback is shaping the work we’ve done since then,” Conway said. “Retirement security, workers’ rights, health care, trade, job security, workplace safety – these are our core issues.”

### ‘We Supply America’

The initial “Your Union, Your Voice” campaign included meetings and surveys for USW members and retirees, as well as questionnaires for elected officials to find out which lawmakers had

priorities that were in line with those of USW members.

Union activists took the wealth of information they gathered through that process and used it to bolster their fight for passage of major legislation to save members’ pensions, protect workers’ rights and, perhaps most importantly, to strengthen the entire nation’s economic future through the Infrastructure Investment and Jobs Act, which President Joe Biden signed into law in November.

Members led the way in pushing for passage of that transformative legislation, an effort that culminated with last summer’s “We Supply America” tour of local unions and USW work sites that stretched for more than 2,200 miles through seven states.

“That was a once-in-a-generation opportunity to keep us working,” Conway said. “But the conversation isn’t over.”

USW members and retirees must continue to have regular conversations with each other, with their local, district and international union leaders, and with lawmakers and candidates for office, to ensure that the progress that began in 2019 can continue, he said.

### Member Surveys

With that in mind, the union has launched a new member survey and held a series of in-person town hall

meetings through the spring to renew its commitment to putting workers’ voices first.

“Our priority as a union will always be bargaining and enforcing good contracts,” Conway said. “But this work is, in many ways, tied to our laws and the people making them. If the wrong people are in power, corporate interests will drown out our voices.”

That’s why union members must always be involved in legislative and policy decisions, said International Vice President Roxanne Brown, who oversees the union’s political work from Washington, D.C.

“The more members take an active role in their local, state and federal policy decisions, the stronger and more effective our voices will be,” Brown said. “The only way for us to win is to make sure our voices are heard loud and clear.”

### Visit [USWVoices.org](https://www.uswvoices.org)

Union leaders will be holding more town hall meetings throughout the spring and summer to speak directly with workers and retirees about their priorities. Members can find a schedule of upcoming town halls, learn more about the union’s core issues, and answer the 2022 “Your Union, Your Voice” survey by visiting [USWVoices.org](https://www.uswvoices.org).



# UNION PROUD USW MEMBER WAS BIDENS' GUEST AT STATE OF THE UNION SPEECH

When JoJo Burgess' phone rang with a call from Washington, D.C., on Feb. 25, he figured it was just another of the many fundraising appeals he receives as a political activist.

In fact, the call was from First Lady Jill Biden's office, asking Burgess to check his e-mail, where he would find an invitation to attend President Joe Biden's State of the Union Address as a guest in the first family's box.

"I wish I could describe that feeling. It was a very surreal moment," said Burgess, a USW member for 20 years who works at U.S. Steel's Clairton Coke Works in Western Pennsylvania. "I'm just a little guy from Washington, Pa., raised by a single mother. It was just incredible."

Burgess was quick to deflect the credit for his moment in the national spotlight to his family, friends and co-workers.

"This didn't happen by accident, but it also didn't happen because of JoJo Burgess," he said. "I would be remiss if I didn't thank the people who helped me along the way. My wife and my family have been supportive of everything I do and all the ups and downs that come along with that."

Over the years, that has included serving in the Gulf War as a member of the U.S. Army, as recording secretary and unit president of Local 14693 at his previous job, as a current member of Local 1557, and as a vice chair of his local Democratic committee.

## Pittsburgh Speech

Those credentials garnered Burgess an invitation from the White House in January to introduce President Biden at Mill 19, a repurposed steel facility in Pittsburgh. Biden was there to deliver an address about his recently passed infrastructure law, a speech that took on new urgency when a nearby bridge collapsed that morning, injuring 10.

A month later, another invitation landed Burgess and his wife at the U.S. Capitol in Washington for one of the most-watched events on the political calendar.

"Joe Biden, when it comes to his relationship with the Steelworkers, is the real deal," Burgess said. "I, like him, believe that the American worker is the best worker in the world, and now he's showing that. He's trying to help us get there. His words now have substance because of the actions that he's taking."

Those actions include passage of the \$1.2 trillion infrastructure law, the establishment of the White House Task Force on Worker Organizing and Empowerment, publicly supporting high-profile union organizing efforts, and advocating for other pro-worker initiatives such as raising the minimum wage and passing the Protecting the Right to Organize (PRO) Act.



JoJo Burgess, right, with President Joe Biden

"I've listened to him talk about the foundation of this country being the middle class, and unions building the middle class," said Burgess, who pointed out that Biden has been a regular attendee over the years at the Labor Day parade in Pittsburgh, where he marches alongside rank-and-file Steelworkers. "It's more than just words. He's in the fight with us. How can you not be excited about that?"

## Proud Moment

In his address, the president gave a shout-out to Burgess and the USW

as he spoke of rebuilding the nation's manufacturing sector with good-paying, union jobs.

When the president pointed him out with millions watching on TV, Burgess said it was a proud moment for him and for his union.

"I take being a United Steelworker very seriously, and I take my union work very seriously," Burgess said. "To be the face of this organization, even for one night, it was an honor. It was an honor to be called out by name, and I wanted to do my family and my organization proud."

The event was extra special for Burgess, who had celebrated his birthday the day before. At a White House reception prior to Biden's address, the First Lady greeted him by name, and the crowd sang "Happy Birthday" to him.

"She knew it was my birthday," Burgess said. "That was incredible."

## Bright Future

Even after the president's speech, Burgess' 15 minutes of fame weren't over. That night, late-night host Stephen Colbert mentioned Burgess in his monologue as he donned a pair of the president's signature aviator sunglasses. Burgess and his wife were in their hotel room, with the show on in the background, when they heard his name.

"It was funny," Burgess said. "There have been TikToks out there. I didn't expect any of this."

Despite the excitement of being the Bidens' invited guest, the most important thing for Burgess is knowing that there's a leader in the White House who wants to do the right thing for workers.

"That's the only way we're going to build this country back better, like he says," Burgess said. "That, for me, is even more exciting."

Burgess said his son is a third-generation USW member with children of his own, and with a union contract that guarantees that he will be able to provide a good life for his family for years to come.

"He has a future," Burgess said, "because of the union."





Wesley "Buck" Blackmon, Local 7-1  
 Teresa Cassady, D1 Assistant to the Director  
 Justin Donley, Local 912  
 Jeremie Estlock, Local 2L

## Nationwide Solidarity Key to Four-Year Contract

**U**SW members who work at oil and petrochemical facilities reached a new pattern agreement with the industry that improves wages, benefits and working conditions over the four-year course of the contract.

The agreement covers more than 30,000 oil refinery, petrochemical plant, pipeline and terminal employees in more than 200 USW bargaining units. Marathon led negotiations on behalf of the employers at those facilities.

The USW bargaining team, led by National Oil Bargaining Program (NOBP) Chair Mike Smith and International President Tom Conway, reached the agreement after several weeks of talks in which Marathon demanded unnecessary concessions.

"The industry came to the table with demands that would have undermined generations of collective bargaining progress," said Conway. "Thanks to the solidarity of the membership and the hard work of our committee, we have achieved a fair agreement."

### Stalled Talks

The new agreement did not come easily. As talks stretched for three weeks past the Jan. 31 expiration of the previous pattern agreement, and Marathon continued to demand concessions, members held a series of public solidarity actions in which they delivered a clear message to industry leaders: We

are stronger together.

On Feb. 15, with talks stalling, hundreds of oil workers from facilities across the country, along with community allies, marched outside Marathon headquarters in Findlay, Ohio, calling for the company to settle a fair deal.

"The industry says it won't address our issues," Smith shouted to the crowd. "They're not listening. Today, we're sending a message – we demand that they address our issues."

Chanting "fair contract now," "one day longer, one day stronger," "we are one," and other union slogans for more than an hour, the group got the attention of Marathon executives and received national news coverage.

Several groups of USW members came to the Ohio rally from hundreds, even thousands, of miles away to show their solidarity with their union siblings.

Scott Campbell of Local 12-591, traveled to Findlay from Anacortes, Wash., so he could take the fight for a fair contract directly to Marathon's door.

"Solidarity is the only way we get a fair contract," Campbell said.

### Bargaining Together

Under the USW's NOBP, Locals that participate in the program elect regional representatives to the union's bargaining policy committee, which then sets the union's agenda for national bargaining, including issues like wages, health care, training, health and safety and job security.

Separately, local leaders also negoti-

ate their own workplace-specific agreements on issues like scheduling, work rules and job classifications.

"It's our job to stand up and fight for these things," Campbell said. "We stand on the shoulders of those who came before us."

One major sticking point at the outset of this round of contract talks was the level of respect – or lack of respect – that the company showed to a union work force that continued to report for work and meet the nation's energy needs through two years of a global pandemic.

"We showed up. Did any of us stay home?" asked Kristi Serwin of Local 1-346, BP-Husky refinery in Toledo, Ohio.

"We are all stronger together," Serwin said when asked what message she wanted to send to her fellow union members. "If Marathon thinks they can turn us against each other, they are sadly mistaken."

### Essential Workers

As Ohio AFL-CIO President Tim Burga pointed out, too many companies that called their workers heroes at the beginning of the COVID-19 crisis now are trying to avoid paying them fair wages and are instead seeking concessions.

"Just a little while ago, they considered us essential workers," said Burga. "Now they consider us expendable workers."

In recent years, as workers put their





Carrie "CJ" Jenkins and Greg Washington, Local 13-1



own health and safety on the line, oil companies continued to reap huge profits on the backs of those workers, said Eric Schultz of Local 7-1 at the BP refinery in Whiting, Ind.

"This industry has made more money this year than it did in the past eight years," Schultz said.

Despite that fact, Marathon negotiators initially rejected the union's demands that they make meaningful changes to address health and safety, excessive overtime, successorship and other issues of importance to the union work force.

In the end, the nationwide solidarity of the USW membership, combined with the strong public support workers received from the community and political leaders, made the difference. The union's bargaining team ultimately forced Marathon to abandon its concessionary proposals and offer members an equitable agreement.

"Our committee was determined to bring back a fair agreement that reflects our essential role in the industry, especially considering its recent, historic boom in profits," Smith said. "This agreement provides both economic and non-economic improvements for USW oil workers."

### California Chevron Workers Launch ULP Strike

About 500 members of Local 5 who work at the Chevron oil refinery in Richmond, Calif., launched an unfair labor practice (ULP) strike on March 21 after rejecting Chevron's "last, best and final" contract proposal.

Local 5 members encouraged Chevron to return to the bargaining table, but the company refused, forcing workers to the picket line.

The previous contract expired Feb. 1, and members had been working under a rolling 24-hour extension. The USW reached a pattern agreement with the oil industry on wages and working conditions on Feb. 25, but each of the approximately 200 participating units bargain local issues before ratifying their individual contracts.

"It's disappointing that Chevron would walk away from the table instead of bargaining in good faith with its dedicated work force," said Mike Smith, chair of the USW's

National Oil Bargaining Program.

Members of Local 5 said that they hoped to address safety concerns such as excessive mandatory overtime and quality of life issues such as wages that keep pace with the high cost of living in the San Francisco Bay area.

A few days after the strike began, workers held a rally outside the plant, which drew hundreds of members and their allies from the community calling on Chevron to settle a fair agreement.

The 245,000 barrel-per-day facility produces about 15 percent of the gasoline consumed in California. Smith said that the workers, deemed "essential" throughout the COVID-19 crisis, are only asking to be treated fairly.

"USW members continued to report for work so our nation could meet its energy needs," he said. "They deserve a fair contract that reflects their sacrifice."

### Back to Work in Beaumont

Meanwhile, 650 members of Local 13-243 at ExxonMobil in Beaumont, Texas, began returning to work in March following a 10-month lockout, which included workers defeating a company-instigated decertification effort.

ExxonMobil locked members out of their jobs in an effort to break the union on May 1, 2021, after months of tense negotiations in which the company demanded significant concessions. The Local 13-243 contract is not part of the National Oil Bargaining Program pattern agreement.

The USW is still pursuing ULP charges filed against ExxonMobil with the National Labor Relations Board.





## RAPID RESPONSE, LEGISLATIVE CONFERENCE FUELS PRO-WORKER EFFORTS

**J**im Rodgers of Local 550 in Paducah, Ky., has talked to many elected officials in his more than 12 years as part of the USW’s Rapid Response program, but one of the most memorable has been Rand Paul, who has represented Kentucky in the U.S. Senate since 2011.

“We don’t agree on much but, if nothing else, he talks to me,” said Rodgers, crediting the power of the USW membership with compelling even the most anti-union lawmakers like Paul to take the time to listen to workers. “We agree to disagree.”

“I’ve helped to educate him on the fact that we are honest, hard-working people who just want a fair deal,” Rodgers said of his past conversations with the senator. “At least he knows one guy who makes him believe that.”

### Online Conference

This year, Rodgers, who works at the Paducah Gaseous Diffusion Plant, was one of hundreds of USW activists from across the United States who participated in the union’s 2022 Rapid Response, Legislative and Policy Conference in February.

The three-day conference, held virtually due to the ongoing COVID-19 pandemic, included panel discussions, educational workshops, training sessions and addresses from lawmakers and union leaders, as well as a lobby day in which members spoke with lawmakers and their staff members about advancing worker-friendly legislation.

“If we want a powerful union,

we need to engage in the legislative process,” International President Tom Conway told participants as part of the opening session. “Rapid Response is a huge part of that work.”

For nearly three decades, participants in the nonpartisan, grassroots communication program have worked to educate and mobilize rank-and-file members to make their voices heard on work-related policy issues.

It is because of the tremendous success of the program, Conway said, that lawmakers from all across the political spectrum are required to treat USW members with the respect they deserve.

International Vice President Roxanne Brown said that success helps her every day in her work directing the union’s legislative and policy work in Washington, D.C.

“I’m proud to be one of the cogs in the wheel that gets this work done,” Brown told the participants. “We couldn’t do the work that we do in Washington without the union’s Rapid Response activists and the work that you do every day to put the wind at our backs.”

As important as the conference was, the work members did there was just the beginning. Taking their knowledge and reignited dedication back to their locals, passing it along to their USW siblings, and then urging them to follow suit, are perhaps the most vital parts of the union’s Rapid Response efforts.

“When we stand together as a union, we can move mountains,” said Norberto Gomez of Local 7600 in Southern California.

### Stronger Together

Throughout the conference, members took part in workshops on voting rights, health and safety, worker-centered trade, union organizing, social infrastructure, and the effects of technology on manufacturing jobs. Other sessions focused on the process of lobbying legislators and briefing members on the issues they would be discussing.

“This work is critical to our nation’s democratic processes,” Rapid Response Director Amber Miller said as she prepared members for their lobbying work. “This is more than just a conference. It’s about what we can achieve together as a union.”

Working together – and demonstrating the same unwavering solidarity that has always been the key to success at the bargaining table – is what makes the program so effective, said Caleb Phillip of Local 727 in Menasha, Wis.

“Any chance that we have to come together and combine our strength to affect policy is a gift,” Phillip said. “Virtual or not, it’s always good to see the faces and hear the stories of the people who lead this movement, from the local stage up to the international.”

### Infrastructure Push

For Rodgers and his fellow Kentuckians, the online conference was just the start of a season of activism on legislative and policy issues. A few weeks after the online event, on March 9, about 100 USW members from the Bluegrass State met with state legislators at the capitol in





District 8 Director Larry Ray, left, joins Kentucky WOS coordinator Cheryl Husk and members with Kentucky Gov. Andy Beshear, below, in Frankfort in March



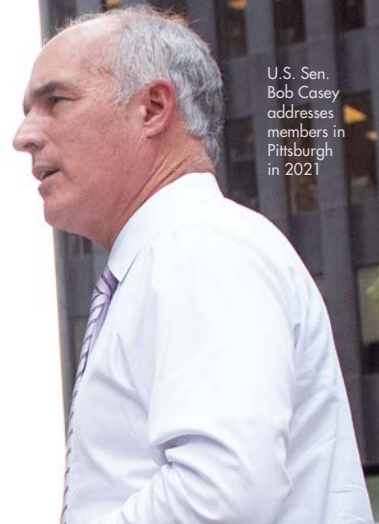
Frankfort to advocate for bills that would help working families, including swift, comprehensive investments in upgrading Kentucky's infrastructure with union-made materials.

Kentucky Gov. Andy Beshear assisted the effort with a proclamation declaring the day "Union Workers Supply Kentucky Day," a nod to the USW's "We Supply America" campaign for infrastructure investments.

The governor's proclamation noted Kentucky's C-minus infrastructure grade from the American Society of Civil Engineers, as well as USW members' capacity to produce the aluminum, asphalt, chemicals, packaging and other materials that will be needed to make the necessary improvements.

During their in-person lobby day, members also pushed for legislation to protect unemployment benefits, limit workplace discrimination and ensure fair pay.

"USW members are proud to supply Kentucky," said newly elected District 8 Director Larry Ray. "We will continue to push our elected leaders to prioritize workers and their families at every turn. We're grateful to have a partner in Gov. Beshear who understands the value of union labor and look forward to working with him to make our communities safer and our jobs more secure."



U.S. Sen. Bob Casey addresses members in Pittsburgh in 2021

### Wellstone Award

When Sen. Bob Casey of Pennsylvania spoke to the participants in the union's virtual conference, he credited the entire USW membership with ensuring the passage of the \$1.2 trillion Infrastructure Investment and Jobs Act that the president signed into law last November.

Sen. Casey was the 2022 recipient of the USW's Paul Wellstone Award, which the union traditionally presents at the legislative conference to a public figure who demonstrates a steadfast commitment to public service and the well-being of workers and their families. The award is named for the late Sen. Paul Wellstone, who, along with his wife, daughter and three aides, died in a plane crash in 2002.

"This is a way to say thanks to a good friend for his tireless work," Conway said as he presented Casey with the award.

Casey said the thanks should instead go to the USW membership.

"The Steelworkers have been doing this work for generations – to lift up workers," Casey said. "Thank you for the work you've done, just in the past couple of months, to help workers and families not simply recover from the pandemic, but also to build and rebuild America."

### Protecting Democracy

For Phillip, the most important step in making sure that kind of progress continues is to protect the right of all Americans to participate in the democratic process, both on the job and in their communities. That means passing

the Protecting the Right to Organize (PRO) Act, as well as legislation to ensure all Americans have equal access to the ballot box.

"Without the power of working people to fairly elect their legislators, we won't get anything done," Phillip said. "The labor movement is built on the dream of every voice being heard."

**“ The Steelworkers have been doing this work for generations – to lift up workers.”**

U.S. Sen., Bob Casey

That dream – of making sure every voice is heard – is also the basis for the USW's Rapid Response program, and for it to come true, members must continue to amplify their co-workers' voices every day, in Washington, in their state capitals and in their communities.

"Our contracts are only as strong as the laws that protect our rights as union members," said Conway.

Conway reminded USW members that long-ago victories such as the 8-hour work day, OSHA, pension protections, Social Security and Medicare – as well as more recent successes such as the infrastructure law, COVID relief, expanded unemployment insurance and trade fairness – would not have been possible without the activism of workers.

"Most people don't realize the voice they have," he said. "Each person can have a much bigger voice if they just show up."





# PROMOTING LABOR

*White House Task Force Offers a Detailed Plan to Help Workers*

**W**hen Joe Biden was running for president, he held his first campaign event at a local union hall and vowed to be one of the most pro-labor presidents in the nation’s history.

A little over a year into his administration, the president has repeatedly shown that he is committed to following through on that promise.

“I’m proud to call myself a union president,” Biden said. “Because organized labor knows how to get things done.”

## Task Force Report

In perhaps the most transparently pro-labor move he has made so far, the president last spring issued an executive order creating the White House Task Force on Worker Organizing and Empowerment, a group chaired by Vice President Kamala Harris with the charge of using a whole-of-government approach to promote the well-being of workers.

The task force placed an exhaustive report on the president’s desk containing recommendations that, if fully implemented, would represent a sea change in the way the government interacts with labor.

“For too long corporations have leveraged their political influence to increase their profits and erode workers’ rights, resulting in stagnant wages and rampant economic inequality,” International President Tom Conway said in response to the task force. “It’s past time that we reset the scales.”

## PRO-LABOR STEPS

*The task force report included 70 specific action steps that the federal government could take to empower workers, such as:*

- Removing unnecessary obstacles to union organizing.
- Improving reporting systems for union-busting activity.
- Ensuring collective bargaining agreements for newly organized workers.
- Helping military veterans transition to good union jobs.
- Ensuring that taxpayer dollars are spent on union-made, made-in-America goods.
- Preventing worker misclassification.
- Promoting American manufacturing.
- Expanding apprenticeships and worker training opportunities.
- Promoting better communication between union workers and federal agencies.
- Increasing the visibility and promotion of collective bargaining and increasing awareness of workers’ rights.
- Promoting diversity and inclusion in unionized workplaces.
- Improving enforcement of existing laws and standards supporting workers.
- Expanding bargaining rights for Transportation Security Administration employees.
- Standardizing guidelines for union organizers at federal work sites.
- Reinstating cooperative labor-management forums and supporting emerging partnerships between labor and management.



## Congressional Action

While the task force report offers an ambitious agenda, the president's power can only reach so far. Even if Biden were to institute every suggestion on the list, those changes would largely benefit public-sector workers. Similar actions to empower those in the private sector would require much more help from lawmakers in Congress, where Republican-led filibusters have obstructed a number of worker-friendly bills.

What the administration can do is be a model for private-sector employers and demonstrate to them that empowering workers is in everyone's best interests.

In the meantime, Biden has also used the presidential bully pulpit to advocate for change.

In his State of the Union address this March, the president called on Congress to support the administration's efforts to empower workers, specifically urging lawmakers to pass the Protecting the Right to Organize (PRO) Act, which would address a number of the report's recommendations directly by making it easier for workers to unionize and reach first contracts.

"When a majority of workers want to form a union, they shouldn't be able to be stopped," Biden said in his address.

The president also vowed to create more training and apprenticeship programs, to push for passage of the Paycheck Fairness Act, and to seek an increase in the minimum wage to \$15 an hour.

"When we invest in our workers and we build an economy from the bottom up and the middle out," Biden said, "together we can do something we haven't done in a long time: build a better America."

## Reshaping the NLRB

Following through on the task force recommendations

would be just one more step in a long list of efforts the administration has made to support workers.

On his first day in office, before his inaugural festivities had even ended, Biden made the unprecedented move of firing Peter Robb, the union-busting general counsel of the National Labor Relations Board.

Robb's replacement, labor attorney Jennifer Abruzzo, has already begun the process of reversing many of the previous administration's corporate-first policies and precedents. In addition, Biden last summer named two new worker-friendly NLRB members, giving the board a 3-2 pro-labor majority for

the first time in years.

The American Rescue Plan, passed last March, included a host of measures to support working families, including an updated version of the Butch Lewis Act to ensure secure retirements for millions of workers who rely on funds from struggling multiemployer pensions.

In April, Biden also issued an executive order requiring federal contractors to pay a \$15 minimum wage to hundreds of thousands of workers.

And last fall, the president signed his \$1.2 trillion infrastructure and jobs package, a landmark new law designed to rebuild the country with made-in-

America products supporting good-paying union jobs. And the administration supported critical supply chains, trade rules and Made in America regulations to bolster the nation's manufacturing sector.

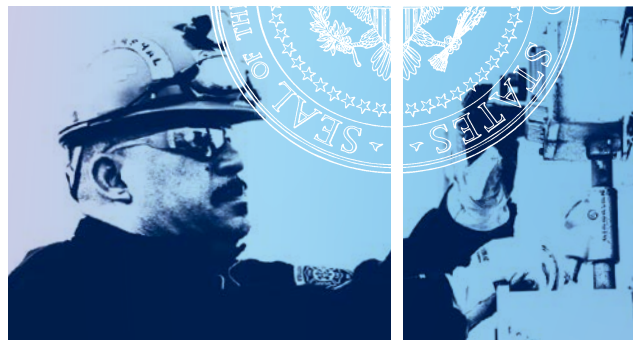
Biden's efforts have the support of a majority of American voters. While union membership has declined since its peak in the 1950s, more than two-thirds of Americans approved of labor unions in a Gallup poll taken last year, the highest level that number reached in more than 50 years.

By passing the PRO Act, the Paycheck Fairness Act, paid family leave and other initiatives to aid working families, Biden could help more of those workers realize the power of collective bargaining and fulfill his promise of being the most pro-labor president in modern history.

"The president has laid out an ambitious agenda that will make our nation more secure, provide good-paying jobs to millions of workers, support struggling families, keep rising prices under control and ensure that communities will continue to thrive for generations to come," Conway said. "We are eager to do everything we can to help him achieve these goals."



Vice President Kamala Harris and Labor Secretary Marty Walsh, right, with USW members Amanda Parks, left, Wynne Lanros, center, and Rachael Davis



**“It’s past time that we reset the scales.”**

International President  
Tom Conway



# SUMMER OF STEEL BARGAINING

**CONTRACTS WITH  
CLEVELAND-CLIFFS,  
U.S. STEEL DUE TO  
EXPIRE IN SEPTEMBER**

**YOUR UNION  
WANTS TO HEAR  
FROM YOU**

**SCAN THE QR CODE  
AND COMPLETE THE  
BARGAINING SURVEY**



USW members who produce steel and iron ore at facilities across the United States are getting ready to bargain new contracts this summer that will cover more than 30,000 workers at U.S. Steel and Cleveland-Cliffs facilities.

Members kicked off the bargaining process April 21 with the daylong Basic Steel Industry Conference in Pittsburgh, a gathering of local union leaders and international officers, to strategize and share information in preparation for negotiations, which are expected to start this summer.

The two master contracts, which cover production, maintenance, office and technical workers at U.S. Steel and Cleveland-Cliffs, expire Sept. 1. Cliffs purchased nearly all the assets of ArcelorMittal USA in 2020.

The ArcelorMittal acquisition made Cleveland-Cliffs, which was already a major iron ore producer and USW employer, the largest flat-rolled steel company in the United States.

“The names of our employers often change, but our priorities will remain,” said International Vice President Dave McCall, who chaired past rounds of bargaining with ArcelorMittal and now will lead the Cliffs bargaining team. “We will never stop fighting to ensure safe workplaces, guarantee strong wages, maintain affordable health care coverage, strengthen retirement benefits and secure commitments from these companies to invest in the future.”

District 7 Director Michael Millsap leads the U.S. Steel bargaining committee, which will negotiate on behalf of about 16,000 members of 24 local unions at

facilities in Alabama, Illinois, Indiana, Michigan, Minnesota, Ohio, Pennsylvania and Texas.

The bargaining teams consist of local union leaders at each facility, as well as USW international officers, directors and staff.

Millsap said that while steel has historically been a cyclical industry, union members have a stake in making sure both companies have a strong future.

“USW members at steel facilities have made sacrifices in the past, working with our employers to get us all through uncertain times,” said Millsap. “Those same workers who sacrificed deserve to share in the companies’ success when things improve.”

The USW contract with Cleveland-Cliffs covers about 14,000 members of 13 local unions at 14 facilities in Illinois, Indiana, Minnesota, Ohio, Pennsylvania and West Virginia.

In addition, the USW represents about 2,000 workers at four Cleveland-Cliffs iron ore mines in Michigan and Minnesota. Those contracts expire on Oct. 1.

International President Tom Conway said that member unity across the iron and steel industry has served USW members well through 80 years of the union’s history and will continue to do so.

“Nothing beats the strength of thousands of Steelworkers standing together,” said Conway, who has led members through numerous rounds of bargaining in the steel industry. “As always, it will be the members’ solidarity that will be key to achieving a fair agreement.”





Ella Knox



Jaci Silva



Bonnie Carey



# TRAILBLAZING WOMEN OF STEEL

## UNION CELEBRATES WOMEN'S HISTORY MONTH WITH INSPIRING MEMBER STORIES

The USW celebrated Women's History Month this March by honoring the trailblazing Women of Steel who continue to make history in their union and their communities.

"Women have always resided at the core of the labor movement, blazing their own trails and creating their own way," the USW said in marking International Women's Day on March 8 with a public statement issued jointly by International President Tom Conway and Vice Presidents Roxanne Brown and Leeann Foster.

The union celebrated its history-making women by sharing their inspiring stories with their fellow union members each day throughout the month of March.

### Record-Setter

Among the trailblazers the union recognized was Ella Knox of Local 1010, who, at the age of 21, became one of the only women working in the No. 3 Coke Plant at Indiana Harbor East Inland Steel.

Now, 45 years later, she remains an active leader in her local union, serving on her department's safety committee and the Local 1010 Women of Steel committee, fighting for USW members and for workers around the world.

"Union activism is what helps make the working class succeed," Knox said.

Knox isn't just a leader in her local – she has also broken new ground in her workplace, where, as a feeder on the pickle line at the cold strip mill, she set a record of running 156 coils in eight hours, a mark that has yet to be broken.

And she isn't the only Local 1010 sister to make history. Gail Richardson also was one of the first women at the plant, now operated by Cleveland-Cliffs, when she became a third-generation steelworker in 1969.

"In our own union, sisters continue to break barriers in their work in foundries and mills, in schools and shipyards, and across many other industries, all while caring for their families and their communities," the USW said in its March 8 statement. "Our strength as a union comes from this diversity and from our commitment to building solidarity beyond artificial boundaries."

### New Leader

Another Woman of Steel who is new to the union but still blazing trails for her siblings is Jaci Silva of Local 620.

Just a year after she joined the union at the BASF chemical plant in Louisiana – at the height of the COVID-19 pandemic – she was nominated for the office of local recording secretary, and won.

"I know I am a part of a bigger brotherhood and sisterhood," Silva said. "I know that my union will do its best to fight alongside me and my passion for women's rights."

Among other issues, Silva is fighting to establish accommodations and leave in the industry for pregnant women and their families.

### SOAR Pioneer

For Bonnie Carey, retirement didn't stop her union activism. In fact, it was just another chapter in her USW story.

While working at the Davenport, Iowa, mill now operated by Arconic, Carey was the first woman to operate the CNC mills in her department and later trained on trucks and overhead cranes. She also was a safety representative who went on to train her USW siblings throughout the plant.

She was active in the Rapid Response and Women of Steel programs and later formed SOAR Chapter 11-4.

Carey remains active in politics, because, as she says, "unions are the only way to fight back."

### More Stories

These are just a few of the dozens of inspiring stories of union women who have helped shape the past, present and future of the USW. More stories – like those of Women of Steel Director and 50-year union member Ann Flener-Gittlen, and Jackie Anklam, who helped organize her hospital co-workers into the USW – can be found online at [usw.to/wosstories](http://usw.to/wosstories).

"On this International Women's Day, and during this Women's History Month, the USW honors the contributions of the often-forgotten activists who help form the backbone of labor," the USW officers said in their statement. "Together we can create a world where gender inequality is history."

**WOMEN'S STORIES**

FOR MORE STORIES OF THE HISTORY-  
MAKING WOMEN OF THE USW,  
VISIT [USW.TO/WOSSTORIES](http://USW.TO/WOSSTORIES).





# USW Supports Ukrainians in Face of Russian Assault

**U**nion leaders across North America condemned the Russian military assault in Ukraine and demonstrated their solidarity with the people of the Eastern European nation following Russia's unjustified invasion that began on Feb. 24.

The USW responded to the crisis by speaking out on behalf of an outraged membership and by acting quickly to send support to workers in the besieged country.

"The USW stands in unity and solidarity with the people of Ukraine and our colleagues in the Ukrainian labor movement," International President Tom Conway said. "It is incumbent upon our government and employers to do the same and do everything in their power to assist the Ukrainian people in their hour of need."

## Russian Oil Ban

Among the first actions the USW took in support of Ukraine was to call on the government and USW employers in the petroleum industry to cut off imports of Russian crude oil that would be processed in domestic refineries. The USW is the largest U.S. union of workers in oil refineries, terminals and pipelines.

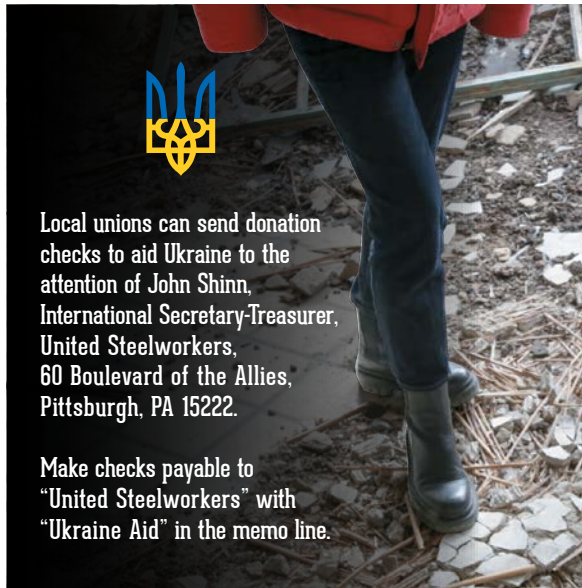
"We must replace Russian oil in our systems and plan for long-term alternatives for our refineries, including increasing efforts to secure domestic crude oil and importing oil from other global sources," Conway said. "We call upon our unionized colleagues in other oil-processing nations to also help cut off the income stream Vladimir Putin generates through exporting Russian crude."

The day after the USW's statement, President Joe Biden announced an executive order banning imports of Rus-

sian oil, liquefied natural gas and coal.

## Labor Response

Across the world, labor leaders condemned the invasion, called for divestment from funds with Russian ties, and mobilized aid. The AFL-CIO's allied organization, the Solidarity Center, through its office in Ukraine, is provid-



Local unions can send donation checks to aid Ukraine to the attention of John Shinn, International Secretary-Treasurer, United Steelworkers, 60 Boulevard of the Allies, Pittsburgh, PA 15222.

Make checks payable to "United Steelworkers" with "Ukraine Aid" in the memo line.

ing humanitarian assistance to workers, families and communities.

Unions in neighboring countries are housing refugees and facilitating access to food, transportation, jobs, medical care and other assistance.

Conway said the USW received a request for aid from the Trade Union of the Metalworkers and Miners of Ukraine, a fellow affiliate of the global union federation IndustriALL.

"Many of these union members make steel, just like we do, at ArcelorMittal's Kryvyi Rih facility," Conway said.

The USW sent aid through its IndustriALL partners and also launched

a fundraising effort of its own, led by members at U.S. steel facilities and later expanding to other workplaces, with donations to be sent to steelworkers and their families in Ukraine.

## Refugee Crisis

The Canadian Steelworkers Humanity Fund, funded by members, announced a contribution of \$40,000 to humanitarian efforts in support of refugees fleeing the war.

Given the number of civilian casualties and refugees fleeing the war, USW also expressed its support for government sanctions and other measures to help the Ukrainian people.

"The USW stands in solidarity with the people of Ukraine and strongly condemns Putin's unjustified invasion of the country," said Marty Warren, National Director for Canada and president of the Steelworkers Humanity Fund.

## Local Donations

International Secretary-Treasurer John Shinn encouraged USW locals to take up collections

of their own or make contributions through the international. Checks can be made payable to "United Steelworkers" with "Ukraine Aid" in the memo line. Locals can forward donations to the attention of John Shinn, International Secretary-Treasurer, United Steelworkers, 60 Boulevard of the Allies, Pittsburgh, PA 15222.

"Steelworkers have shown through crisis after crisis the power that ordinary people have when they stand together against injustice," Shinn said. "It's our duty as workers to stand with our Ukrainian brothers and sisters until this crisis is over."



# THE FUTURE OF MINING

## USW Launches Organizing Drive for North American Industry

Nearly 200 USW members from dozens of North American mines converged on Salt Lake City in April to kick off a major organizing drive in a sector that's powering the future like no other.

The three-day conference – “Mining Today to Build Tomorrow” – focused on the growing importance of minerals like copper and nickel and on ensuring that workers at existing and future mines have the opportunity to avail themselves of the union difference.

“We can change people's lives,” International President Tom Conway said in his opening address, noting that mining has been “a traditional industry of ours” since the USW's founding in 1942.

“We have a decision to make. This conference is about that choice,” International Vice President at Large Roxanne Brown told the gathering, stressing that the power of a heavily unionized work force will compel operators' fair treatment of miners and communities. “Let's build this industry to be what we know it can be.”

Participants – from USW-represented mines producing copper, gold, iron ore, nickel, lithium, platinum and other minerals – heard presentations on the surging demand for these and other raw materials needed to manufacture electric vehicles, wind power, electronics, health care equipment and other essentials of modern life.

But they also heard about how the U.S. and Canada lag other na-

tions in mining many of these materials and the need for workers to have a voice as corporations ramp up production at existing mines and open new ones to address global need.

Conway, Brown and other USW leaders encouraged the miners to volunteer for the USW's new organizing program, which will equip them with the tools, resources and support they need to assist other miners who want to unionize.



International President Tom Conway, center, and District 11 Director Emil Ramirez, right, with members

“We know the issues. We know the problems. We know how these companies can be,” Cliff Tobey, benefits and joint efforts coordinator for Locals 1938 and 2660 on Minnesota's Iron Range, said in applauding the USW's new approach.

“I think that we do need to pick up on the organizing,” Tobey added. “This is the ideal opportunity with all the mining that needs to be done.”

Some of that unionizing work is already underway.

Local 392 members who work at Kennecott Utah Copper Corp. outside Salt Lake City, for example, already are helping miners at Resolution Copper near Superior, Ariz., who want to join the USW. Rio

Tinto owns Kennecott and is a co-owner of Resolution, which remains in the permitting stage but has the potential to supply 25 percent of America's copper needs.

“It's miners speaking to miners,” Local 392 President Shad Wright said of the benefit of having his members work directly with their Resolution peers.

To understand the union difference, Resolution workers don't have to look any further than new, five-year contract Wright just helped to negotiate for his 900 members at Kennecott. It provides annual wage increases along with improvements in health benefits and life insurance and other enhancements.

In addition to securing good wages and benefits and a voice on the job, union workers can leverage their collective power to ensure responsible mining practices, respectful treatment of local communities and fair enforcement of mining laws. Too often, Conway said, government regulators needlessly drag out the permitting process for years.

Even if they missed the conference, USW miners may visit [usw.org/apply](http://usw.org/apply) to volunteer for the organizing drive. The union plans future conferences to share lessons learned and report on the progress of the organizing effort.

“Without our union, we all know how different our lives would be,” Conway said. “We can do a lot for unorganized communities.”



## USW SUPPORTS UK AGREEMENT ON TARIFFS

The USW expressed support for an agreement this spring between the United States and the United Kingdom to modify Section 232 tariffs on steel and aluminum imports from the UK.

After lengthy negotiations, the two nations issued a joint statement on March 22 announcing that the United States would replace the existing Section 232 tariffs with tariff rate quotas and impose additional restrictions on Chinese-owned companies in the UK. The agreement goes into effect on June 1.

“This new agreement is an important step in addressing systemic problems like illegal dumping and global overcapacity that threaten the vitality and future of our steel and aluminum industries,” International President Tom Conway said in response to the announcement.

In March 2018, The United States imposed 25 percent tariffs on steel imports, along with 10 percent duties on aluminum, under Section 232 of the Trade Expansion Act as a means to protect U.S. national security and prevent the country from becoming dependent on foreign suppliers for essential materials.

“Our union backed the 232 relief measures from day one,” Conway said. “They helped spur investment, production and job creation in the steel and aluminum sectors.”

But key U.S. allies and close trading partners, including the United Kingdom, raised concerns about the duties almost immediately, arguing that the two countries should work together to solve the problems of overcapacity and unfair trade. Britain also imposed about \$500 million in retaliatory tariffs on some U.S. exports, which will in turn be lifted as part of the new agreement.

Under the quotas, the U.S. would allow about 500,000 metric tons of various types of steel to be imported from the UK before the 232 tariffs apply. The agreement allows about 12,000 metric tons of various aluminum products to be imported before the tariffs apply. The deal is similar to quota agreements the United States made recently with Japan and the European Union.

Conway noted that the UK agreement also includes strict “melted and poured” and “smelted and cast” provisions for the two industries, meaning that steel and aluminum produced primarily in other countries could not be finished in the UK and then sent to the United States without being subject to the duties.

“These important steps limit third parties’ ability to take advantage of our markets by shipping their products through the United Kingdom with minimal transformation,” Conway said. “This precludes inputs from Russia,

Belarus and China from being utilized and then allowed in under the tariff rate quota.”

The agreement allows the quota volume to be adjusted annually based on demand.

British manufacturers owned by Chinese entities must also show that they do not receive subsidies from any government-controlled entity in China.

“The U.S.-U.K. arrangement will require annual audits to ensure the Chinese-owned company British Steel is not receiving preferential financing from the People’s Republic of China,” Conway said, “and will help stem the Chinese Communist Party’s attempts to use companies around the globe as its agents.”

Conway credited the Biden administration for taking a leading role in limiting unfair trade and ensuring continued robust demand for USW-made products.

“From robust infrastructure investments to negotiating thoughtful arrangements with the EU, Japan and now the United Kingdom, President Joe Biden is helping create good jobs and foster strong domestic industries,” Conway said.



# BREAKING DOWN *The Bill*

## AMERICA COMPETES BILL WOULD BOOST MANUFACTURING, AID WORKERS

USW activists this spring have been busy rallying support in the U.S. Senate for worker-friendly provisions in the America COMPETES Act, which would improve the nation's trade policies, strengthen supply chains and provide support for U.S. manufacturing workers.

"Simply put, American workers need support from our leaders in Washington so they can compete on a level playing field," said International President Tom Conway. "Between the efforts of China and other nations to unfairly steal market share for our goods, and the actions of greedy multinational corporations who look for low wages overseas, workers are facing challenges they can't overcome on their own."

Those challenges include China's currency manipulation, unfair subsidies and dumping of goods in the United States at below-market value. Those practices have destroyed good jobs, shuttered factories and decimated U.S. supply chains. The America COMPETES Act, the U.S. House version of legislation to address those issues, contains more meaningful changes for workers compared with the U.S. Senate version of the bill, known as the U.S. Innovation and Competition Act.

The two versions of the legislation are headed this spring to a conference, where lawmakers from both houses of Congress will negotiate on a final version of the bill. USW members are urging senators to restore the worker-friendly provisions in the House-passed version.

In particular, the House bill contains three provisions that would offer specific protections for U.S. manufacturing workers: The Leveling the Playing Field provision, the Supply Chain Resiliency provision, and the Trade Adjustment Assistance (TAA) provision.

### Trade Enforcement

The USW is always on the lookout to ensure that trade rules are enforced so that workers and manufacturers can compete globally. Still, the enforcement process can be time-consuming and expensive, and countries like China are always looking for ways to skirt the rules, even when the union and its industry partners win their trade cases.

The Leveling the Playing Field provision would speed up the enforcement process and make it easier to stop repeat offenders. The bill specifically targets China's strategy of building factories in other countries to skirt U.S. rules and makes the U.S. enforcement process more efficient in stopping dumped and illegally subsidized goods.

### Supply Chains

Over the past four decades, manufacturing employment in the United States

has declined by 6.7 million jobs, or 35 percent, from its peak in 1979.

The COVID-19 crisis provided a lesson for all Americans in what that loss of jobs and manufacturing capacity did to supply chains for essential goods.

The Supply Chain Resiliency provision would create a reinvestment program for U.S. manufacturers that would bring good manufacturing jobs back from countries like China and Russia and institute important provisions to ensure that U.S. taxpayers' dollars are spent to create good jobs here.

The plan also contains language to ensure that federal investments go to projects where workers' rights will be protected.

Two programs that help workers who lose their jobs due to bad trade are due to expire this year: Trade Adjustment Assistance (TAA) and the Health Coverage Tax Credit (HCTC).

Unless Congress renews these programs, Americans who lose work to foreign competition would not be able to access the much-needed training and benefits they provide.

The America COMPETES Act contains a robust reauthorization of both TAA and HCTC.

The House bill would make sure that displaced U.S. workers get the job training they need, no matter their occupation. It would provide help with child care to allow parents to pursue new opportunities, and it would streamline the application process, bolster funding and improve benefits.

Conway urged USW members to contact their lawmakers to push for the inclusion of the pro-worker provisions in the final legislation.

"Congress needs to get this right," Conway said. "American workers can compete with anyone, as long as the playing field is level. These basic protections will make sure that's true for everyone."

### TAKE ACTION

Contact both of your senators to voice your support for the pro-worker provisions of the U.S. House version of the America COMPETES Act. Visit [usw.to/41L](http://usw.to/41L) to send an email to your senators, or call at **877-607-0785**.



# NEWS BRIEFS



## CONWAY PROMOTES ORGANIZING IN PA. AFL-CIO ADDRESS

International President Tom Conway welcomed the Pennsylvania AFL-CIO to its 45th convention this March, just blocks from the USW's headquarters and at the same location that hosted the coalition's first-ever gathering – the William Penn Hotel in downtown Pittsburgh.

In his address, Conway said that unions across the United States have a historic opportunity to bring new workers into the labor movement and they need to take advantage of it by making organizing a priority.

“The sentiment about unions in this country is at an all-time high,” said President Conway. “We need to use this opportunity to organize and grow and fight back.”

He urged delegates to work together as a labor movement to grow their ranks, saying, “we have an opportunity to teach other people how they can change their lives and make them better by coming together and making a union. Get out there and talk to a work force who's anxious to talk to us.”

## EVERGREEN PACKAGING NEGOTIATIONS BEGIN

Members at four Evergreen Packaging locations were in bargaining for a new master agreement with the company as *USW@Work* went to press.

The USW master contract with Evergreen covers about 900 members at four facilities – in Canton and Waynesville, N.C., Athens, Ga., and Olmsted Falls, Ohio. Two other Evergreen locations, in Arkansas and California, are not part of the master agreement.

The USW's current four-year agreement with Evergreen, a company that produces food and beverage containers, is due to expire on May 13.

## CLEVELAND CLINIC WORKERS MAKE GAINS

Workers at Local 1014L in Ohio built upon the many gains made in their 2019 contract with the ratification in April of their latest three-year agreement with Cleveland Clinic Akron General.

The agreement, which covers technical, clerical, and support staff members, includes general wage increases each year of the agreement, as well as step increases for many workers. The contract also includes improvements to tuition reimbursement, health care, and paid time off.

## DOW MIDLAND WORKERS RATIFY NEW CONTRACT

Members of Local 12075 voted overwhelmingly in February to ratify a four-year agreement at Dow Chemical in Midland, Mich.

The contract includes wage and 401(k) increases to counteract the company's pension freeze.

“The bargaining committee and members weren't pleased that the pension will be frozen,” said Local 12075 President Kent Holsing. “But with all things considered, we believe we negotiated the best possible package to bring to the membership.”

The agreement includes significant annual wage increases and a new pay structure with jobs mapped out accordingly.

“These are the largest wage increases in my 36 years at Dow,” Holsing said.

## IDAHO LAB WORKERS IN TALKS WITH NEW COMPANY

Contract talks are underway between Local 652 at Idaho National Laboratory and the site's new cleanup contractor for an agreement that will cover roughly 565 USW-represented workers.

The U.S. Department of Energy (DOE) in 2021 chose Idaho Environment Coalition to replace Fluor as the cleanup project contractor. The 10-year, \$6.4 billion contract began Jan. 1, and the company assumed the USW's existing labor agreement, which expires May 6.

Local 652 Vice President Henry Littlefield said he expected wage improvements to be one of the main points of discussion during bargaining.

Under the DOE contract with Idaho Environment Coalition, USW workers at the Idaho Nuclear Technical and Engineering Center will continue handling the operations for spent nuclear fuel, waste management, waste shipments to other states, liquid waste and Calcine disposition, as well as utilities and maintenance work.



**USW  
CELEBRATES**  
**JACKSON'S  
SUPREME  
COURT**  
*Confirmation*



International President Tom Conway praised the U.S. Senate's April 7 confirmation of Judge Ketanji Brown Jackson for a seat on the U.S. Supreme Court, pointing out that Jackson had shown strong support for workers' rights throughout her legal career.

Jackson, the first Black woman to serve on the nine-member high court, replaces retiring Justice Stephen Breyer.

"As we see increasing attacks on workers' rights, voting rights and other fundamental civil rights across the United States, we now know that we have an ally in Judge Jackson who will safeguard our freedoms and uphold the sacred ideals on which our nation was founded,"

Conway said. "As Judge Jackson demonstrated during her Senate confirmation process, she is the right person at the right time to serve on the Supreme Court. We are confident that she will serve our nation with honor and integrity."

**NEW AGREEMENT FOR ARH WORKERS**

About 2,200 USW members across nine Appalachian Regional Healthcare (ARH) locations in Kentucky and West Virginia voted in March to ratify a new three-year agreement.

The contract covers a diverse group of workers in 48 job classifications, from nurses and nurses' aides to clerical, maintenance, and housekeeping employees.

The contract includes no concessions, and members earned a major victory with the elimination of the company's eight-year wage progression scale. The contract also includes market adjustments, giving workers significant wage increases over the life of the agreement.

Other contract gains included increased shift differentials and enhanced bidding language for new hires.

**BREAKING THE CYCLE OF VIOLENCE**

For the latest episode of the USW's podcast, Solidarity Works, two USW activists and leaders share their stories of surviving intimate partner abuse and how unions can help break the cycle of domestic violence. Listen at [usw.to/podcast](http://usw.to/podcast).



**INTERNATIONAL CONVENTION SET FOR AUGUST**

The USW will hold the 2022 International Constitutional Convention in August at the MGM Grand in Las Vegas.

It will be the first such event since 2017, after the coronavirus pandemic limited travel and forced the extended shutdown of hotels and conference centers in 2020, when the convention was initially scheduled to take place.

This year's event is set for August 8 to 11 at the MGM's Marquee Ballroom. The convention, which traditionally has been held every three years, draws about 3,000 people, including 2,300 elected delegates from USW locals across North America, as well as observers, international officers and staff, political leaders and guests from around the world.

The constitutional convention is the USW's top governing body, where rank-and-file members from local unions in Canada, the United States and the Caribbean debate and pass resolutions that guide the union's policies and activities.

In order to keep members and guests as safe as possible, the USW will have COVID-19 protocols and guidelines in effect for the event. For more information about those requirements, as well as information on how to register for the convention and reserve hotel rooms, please visit [www.convention.usw.org](http://www.convention.usw.org).

# NEWS BRIEFS

## USW PARTNERS WITH FOOTBALL PLAYERS' UNION

The USW announced in February its affiliation with the United Football Players' Association (UFPA). Founded in 2020, the UFPA consists of football players with experience in the National Football League, Arena League of American Football, XFL, Canadian Football League and others.

Together, the USW and UFPA are fighting to represent professional athletes in the United States Football League (USFL), XFL and other potential leagues who are not covered by contracts like those in the NFL Players' Association, and to win the benefits and protections of a union contract.

"Labor, hours and working conditions for players are areas where a union can make a difference and improving them will give everyone an opportunity to thrive," said Ryan Cave, who played eight seasons of professional football and has been representing players for ten years. "From resolving issues with payroll to dealing with injuries and workers' compensation problems, players need a strong voice that the USW can help provide."

UFPA President Kenneth Farrow II, who played six seasons of professional football, said his experience taught him that players need the benefits of collective action.

"Playing through injuries in between surgeries and assisting other players through several league bankruptcies showed that we cannot rely on the league to ensure our job security and financial stability," said Farrow. "Joining a union to bargain for better treatment right now is the most important step we can take to raise our standard of living in the future."

The USFL is a reconstituted version of the league that played three seasons from 1983 to 1985 before disbanding. The eight-team league is scheduled to play from April to July.

The USW also has supported the work of the National College Players Association, a nonprofit advocacy group that works to provide a voice and secure basic protections for NCAA student athletes.

## HEALTH CARE COUNCIL ADDRESSES NEW TECHNOLOGY

The USW Health Care Workers Council met in Pittsburgh this March, the group's first in-person gathering since before the COVID-19 crisis, to address challenges in the sector and discuss organizing power and bargaining victories.

The meeting included a conversation, led by representatives of the Tony Mazzocchi Center, about technology employers are implementing in workplaces, including robots and telehealth. The Mazzocchi Center studied the issue and found that most introductions of new technology came without any worker involvement or input and that, in 49 percent of cases, the changes actually increased members' workloads.

Council members from each union district gave reports on activity in their areas, from contract negotiations to recent organizing initiatives. Members

shared ideas about growing the health care sector, and the union as a whole, through organizing. The sector offers numerous opportunities to do so, with only 13 percent of health care practitioners and 9 percent of health care support workers unionized.

The council also bid farewell to International Vice President Fred Redmond, who oversaw the group since its inception and led bargaining in the sector since 2006. He stepped down from his USW position on March 31.

Redmond said the health care sector is vital to the labor movement, especially when it comes to broadening perspectives.

"We have grown into a union that's capable and good at representing health care workers," Redmond told the council. "You should all feel good about the work you've done. It has been the pleasure of my life to serve this union, this sector, and this council."



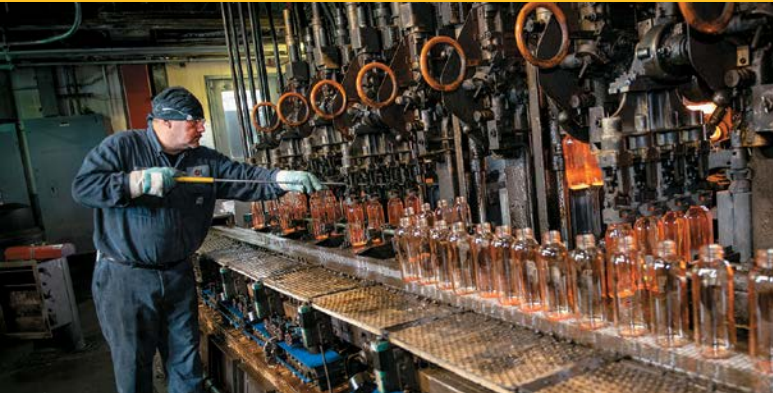
## ARCONIC MEMBERS BARGAINING MASTER AGREEMENT

Members of four USW local unions began negotiations in April for a new master agreement with aluminum manufacturer Arconic.

The USW bargaining committee, chaired by District 11 Director Emil Ramirez, includes leaders of locals representing more than 3,000 hourly workers at the company's facilities in Davenport, Iowa; Alcoa, Tenn.; Lafayette, Ind.; and Massena, N.Y.

The USW's current master agreement with Arconic expires on May 15.





## BARGAINING UNDER WAY WITH GLASS COMPANIES

USW members at glass and container companies Owens-Illinois and Ardagh were in negotiations for new contracts as *USW@Work* went to press, with both bargaining teams working hard to fend off concessionary proposals.

The union's contracts with the two companies expired on March 31.

The USW represents about 3,600 members at 12 Ardagh plants. Union members were working under 72-hour rolling extensions of the current agreement as negotiations continued. Open issues on the table included wages, health care, pensions and floating holidays.

Members at Owens-Illinois were working under a 48-hour rolling extension of their contract as bargaining continued. The USW represents about 3,000 members at 13 O-I plants.

## UNIONS RATIFY CONTRACT WITH KENNECOTT UTAH COPPER

Workers voted this spring to ratify a five-year agreement with Kennecott Utah Copper Corp. covering more than 1,300 hourly workers at the Rio Tinto subsidiary's mine in Salt Lake County, Utah.

The new contract includes gains for workers that include lump-sum payments, wage increases in each year as well as other contract improvements, and it maintains and improves health and life insurance benefits.

District 12 Director Gaylan Prescott, who co-chaired the negotiations, said that workers stood together to demand the fair contract they have earned.

"Members of four different unions showed tremendous solidarity throughout the bargaining process," Prescott said. "Together, we sent management the unmistakable message that union workers would settle for nothing less than the opportunity to continue improving the standard of living for ourselves and our families."

The USW represents about 900 of the hourly workers at Kennecott, while other employees covered by the contract include members of the International Union of Operating Engineers, International Association of Machinists and Aerospace Workers and the International Brotherhood of Electrical Workers.

Workers at Kennecott rejected a previous contract offer from the company on March 18. The new agreement expires on April 1, 2027.

## USW MARKS 16TH ANNIVERSARY OF MINE DISASTER

The USW marked the 16th anniversary of the Feb. 19, 2006, explosion at Grupo Mexico's Pasta de Conchos mine by renewing its call for justice for the 65 workers who were killed in the disaster.

"The USW joins with the workers' families and with Los Mineros – the National Union of Mine, Metal, Steel and Related Workers, led by Sen. Napoleón Gómez Urrutia, in honoring their lives and demanding justice and accountability from Grupo Mexico, which has relentlessly attacked Gómez and the union for the past two decades," said International President Tom Conway.

"The USW is encouraged by the Mexican government's launch of long-delayed efforts to rescue the bodies of 63 workers that remain in the mine, as well as by the steps to address the needs of workers at the Cananea mine who have been on strike since 2007. The USW awaits the implementation of the Mexican Supreme Court's ruling last year upholding the legality of the strike at the San Martín mine," Conway said.

"As the United Steelworkers remember the victims of Grupo Mexico at Pasta de Conchos, the USW stands in solidarity with Napoleón Gómez, Los Mineros, the workers of Grupo Mexico and their families."

## FIFTH CONSOLIDATED COMPLAINT AGAINST ASARCO

ASARCO's National Labor Relations Board (NLRB) trial, which had been temporarily postponed for review by the NLRB's Division of Advice, has been rescheduled for July 26, 2022.

On Sept. 8, 2021, the NLRB Regional Director submitted the case against ASARCO to the Division of Advice to review a question about the scope of the bargaining order remedy to address the company's refusal to bargain and implementation of its "last, best and final" contract offer.

In addition, the complaint includes new allegations against ASARCO over the company's announced terminations of previously laid-off workers, effective Sept. 15, 2021. The company limited recall rights in its implemented terms and conditions of employment to 12 months, while the expired contract preserves them for 36 months. Therefore, according to the union's complaint, the workers were terminated under illegally implemented terms and conditions.

The USW and six other unions, representing more than 1,800 workers at ASARCO facilities in Arizona and Texas, launched a ULP strike against the company, a subsidiary of Mexico City-based mining and metals conglomerate Grupo Mexico, in October 2019. In 2020, the unions ended the ULP strike and made an unconditional offer to return to work.

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

## 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](mailto:membership@usw.org)

# IN MEMORIAM

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

*NOTE: Countless USW members died from occupational diseases during the past year, as well as from the coronavirus during the ongoing pandemic. The USW mourns their loss.*

NAME	AGE	DATE OF DEATH	COMPANY
Jason M. Davis	40	5/12/2021	Cleveland-Cliffs Cleveland Works
Armando Gutierrez	64	5/13/2021	Jupiter Aluminum Corp.
Dale Ketola	65	6/9/2021	Sibanye-Stillwater
Jerry W. Ashlock	55	6/9/2021	Sibanye-Stillwater
David Lee Horton	44	6/15/2021	Mueller Co.
Michael Lee Dobbins	29	6/15/2021	Mueller Co.
David Smith	59	6/19/2021	Hudbay Lalor Mine
Jesse C. Jordan	31	7/29/2021	Packaging Corp. of America
Michael Randle	46	7/31/2021	True Temper Sports, Inc.
Ryan T. Briney	40	8/21/2021	Cleveland Cliffs Indiana Harbor
Fred J. Tyson, IV	30	8/25/2021	Cooper Tire & Rubber Co.
Martin Roy	50	9/21/2021	Séchoirs De Beauce Inc.
Jean Lachance	51	9/21/2021	Séchoirs De Beauce Inc.
Mario Morin	57	9/21/2021	Séchoirs De Beauce Inc.
Kenneth L. Stitt, Jr.	32	10/12/2021	NLMK Pennsylvania
Dexter Armstead, Sr.	48	10/16/2021	BASF Corp.
Richard E. Carlson	57	11/29/2021	U.S. Steel (UPI)
William E. Dutton	49	12/13/2021	Imerys Marble Inc.
Ronald J. Momeyer, Jr.	65	12/21/2021	The Elliott Group
Douglas A. Gauze	65	12/27/2021	TimkenSteel Corp.
James A. Fiddler	55	1/4/2022	EVRAZ Rocky Mountain Steel
Jean-Nicolas Poirier	34	1/9/2022	Traversier C.T.M.A.
Stephen Pearson	64	1/10/2022	Interfor Corp.
Kirk B. Moore	66	1/15/2022	Stelco Inc.
Guy L. Peck, Jr.	60	1/30/2022	Anchor Glass Container Corp.
Michael Montgomery	44	2/5/2022	Graphic Packaging International
Harvey Lee Fabriguze	61	2/18/2022	Valero Services Inc
Christine K. Clark	68	2/22/2022	U.S. Steel Granite City Works
William Schmollinger	55	2/25/2022	American Nickeloid
Charles Alan Watt	44	3/18/2022	Evergreen Packaging
Teresa Vanderzanden	56	3/29/2022	Resolute Forest Products
Keith Murphy	31	4/12/2022	Telus Corp.

