

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



USW CONVENTION 04

**SAILING THE
GREAT LAKES** 14

**HISTORIC STEEL
CONTRACT** 18

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“AMERICAN WORKERS ARE HUNGRY FOR UNIONS, AND WE MUST BE THERE FOR THEM. WORKERS ARE ORGANIZING IN HUGE NUMBERS, BUT THEY STILL FACE GREEDY EMPLOYERS AND POLITICIANS WHO FIGHT THEM EVERY STEP OF THE WAY. THAT’S WHY WE OWE IT TO THEM TO PASS THE PROTECTING THE RIGHT TO ORGANIZE (PRO) ACT AND OTHER WORKER PROTECTIONS, SO EVERY WORKER WHO WANTS TO BE A UNION MEMBER CAN DO SO WITHOUT INTIMIDATION AND INTERFERENCE.”

INTERNATIONAL PRESIDENT TOM CONWAY, LABOR DAY, SEPT. 5, 2022

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We Must Be Informed Voters

As Election Day nears, I want to express how important it is to exercise our right to vote. For union members, one of the most important pieces of legislation was the National Labor Relations Act of 1935. This legislation gave us many of the workers' rights we have today, including the rights to collectively bargain and organize. Since the passage of the NLRA, we have seen those rights get stripped away by anti-union legislators in both our statehouses and the U.S. Congress. This election season, I encourage all our members to check their voter registration and look into the voting records of the candidates. It is critically important that we hold elected officials accountable for how they vote on issues that affect our rights as workers, and that we step into that voting booth on Nov. 8 as educated and informed voters.

*Jennifer Johnson
Recording Secretary, Local 200L
Saint Marys, Ohio*

The Union Difference

I am a retired Steelworker whose family has enjoyed the benefits of union membership since 1973. I was able to keep my job thanks to USW-negotiated benefits allowing me to transfer to other plants. I took advantage of this five times, traveling from the East Coast to the West Coast and the South.

If I added up all the union dues I paid during my 40-plus years, it would pale in comparison to what I gained. There is no way any employer would grant such benefits without union membership.

Our union has fought for our benefits, and this helps even those who are not unionized. If you are new to the union way of life, please get involved. We need your help to continue the fight

for our members far into the future. Your life will improve vastly as a result.

*Robert A. Morin
Local 1219, Retired*

Biden's Accomplishments

Joe Biden hasn't even been in office as president for two full years yet, but he's already done a lot to help seniors like me. I wish more people would look at his accomplishments rather than just his political party.

First of all, he made sure we passed Butch-Lewis, which saved pensions for more than a million retirees, including more than 100,000 Steelworkers. That's hundreds of thousands of people who, without it, might have gotten to the age of 70 or 75 and found themselves without the money they worked their whole lives to put away.

Our president also signed laws that will greatly reduce the price of prescriptions and medical expenses for people on Medicare. For the first time, Medicare can negotiate prices. This will cut costs and reduce government spending. There are also provisions to provide low-income seniors with help paying their premiums and deductibles.

All of this is not even to mention some of the other major things Biden accomplished – he signed the infrastructure bill, which is creating jobs and moving our country fully into the 21st century. He's strengthened unions, which will pay dividends when workers try to organize, when they're at the bargaining table, and when they retire.

If his next two years are as productive as the first two, Biden will have reached his goal of being the most pro-worker president in modern history.

*Marjorie Flanigan
Ravenswood, W.Va.
SOAR Chapter 23-16*

The TAA Program is Vital

I am a local union president with USW Local 9423, and I work at an aluminum plant in Hawesville, Ky., owned by Century Aluminum.

Work at our plant has recently been completely curtailed, and the company ceased operating at this time due to the global effects on energy costs related to the Russian attacks on Ukraine. We have more than 500 union members on layoff, and the reinstatement of the Trade Adjustment Assistance program could help our community a great deal.

In 2015, our plant had to cut operations by about 60 percent when we went from a five-line to a two-line aluminum smelter. We had members benefit from the TAA program back then. Using TAA benefits, several employees went back to school to become electricians, mechanics and welders. Some learned industrial computer skills, and others were able to finish their degrees. If the TAA were reinstated, those same opportunities could be the lifeline hard-working Americans need to get back out in the workforce.

The TAA program is even more important than ever with the globalization of our industries. All we have to do is look at how a conflict between two countries on the other side of the planet is sending shock waves through our industries and markets.

The TAA program must be reinstated. It is good for everyone – including workers, companies, colleges and communities alike.

*Andy Meserve
President, Local 9423
Lewisport, Ky.*

STAY CONNECTED

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



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Read President Tom Conway's weekly blog



[USW.TO/PODCAST](https://usw.to/podcast)

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CONWAY PLEDGES 'UNWAVERING SOLIDARITY'

USW President Calls Steelworkers the Backbone of Economy

International President Tom Conway kicked off the USW's 2022 Constitutional Convention with an address that celebrated the union's victories and re-committed the USW to leading the fight for better lives for workers in the coming years.

"We make things. We help people. We are the backbone of this economy," Conway told the approximately 2,500 USW member delegates and guests on Aug. 8 at the MGM Grand Conference Center in Las Vegas. "And we are never going to let anyone forget how essential we are."



International
President
Tom Conway

Photos By
Steve Dietz,
Joel Maya and
Van Tenpenny





The USW's 2022 convention theme was "Everybody's Union," and USW@Work asked convention delegates what that theme meant to them.

Conway, at his first convention since becoming USW president in 2019, said that Steelworkers in all sectors of the economy – from health care to manufacturing – have shown repeatedly that they are an indispensable part of the fabric of the nation.

The convention, Conway said, gives members a chance to celebrate and build on the work they and their siblings do, in their facilities and their union halls.

"The work we do here," he said, "is some of the most important we do as a union."

That work includes rededicating the USW to its core mission, and setting a course for the future that ensures that mission will be successful, he said.

"That's why we're here," he said. "Because every worker deserves a seat at the table and the protections of a union contract."

Making sure more workers gain those protections means growing the union by mobilizing member organizers across the U.S., Canada and the Caribbean, who will talk to their peers about joining the movement, he said.

"If the pandemic taught us anything, it's that workers are hungry for unions," he said. "We're going to expand existing efforts in our traditional sectors, and we're going to look at new industries."

Conway said the efforts of every USW member – including local bargaining and safety committees, Rapid Response and political activists, Women of Steel, Next Generation leaders and SOAR members – will be integral to those fights, as the union is sure to face opposition from greedy employers and anti-union politicians.

"Corporations will try to exploit our differences," Conway said. "But what they will get instead is relentless, unwavering solidarity."

Looking to the Future

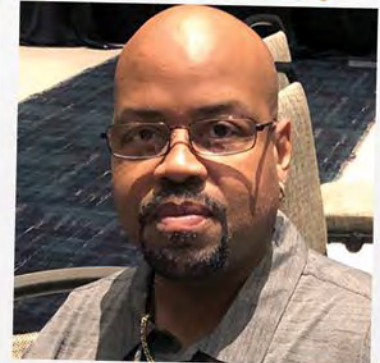
Following Conway's address, to which the USW delegation responded with a standing ovation, delegates debated and approved a series of resolutions meant to cement the USW's status as "Everybody's Union."

Conway returned to the convention's 2022 theme of inclusiveness throughout his address.

"We know what it means to be part of everybody's union," he said. "It's an unyielding dedication to watching out for each other and helping each other through tough times."

The emergence of new technologies and the growth of jobs in clean energy, tech and other sectors means that the USW membership of the future may not look the same as it did 80 years ago, but its strength and solidarity will only grow.

"We will continue to work together," he said. "We'll support each other and ensure our union and our communities can keep growing and thriving for 80 more years, and another 80 years beyond that."



"Our job is to work together, build communities and address challenges in our workplaces – and more importantly – in the streets and at home."

**Earkiel Eaton Jr.,
Local 593, Buffalo, N.Y.**

Organizing Commitment

On the convention's second day, members approved a resolution that committed the USW to what Conway said was one of his top priorities as president – organizing new members.

"People want more power. They want more of a voice. They want more opportunity," he said, referring to the surging demand for union representation amid a pandemic that's shown workers how much they need the protections and benefits of organized labor.

Union election petitions filed with the U.S. National Labor Relations Board have skyrocketed 58 percent in recent months. At the same time, unfair labor practice charges have risen 16 percent, reflecting employers' efforts to thwart organizing drives at any cost.

The resolution "Organizing for Strength," which delegates passed unanimously, calls on the USW to fight relentlessly against so-called right-to-work laws, union-busting campaigns and other attacks on workers' rights while also marshaling the union's resources to build density in core and emerging industries.

The resolution also directs the USW to support local union organizing committees and build alliances with community allies.

"If everybody knew what this union is, it would be 'Everybody's Union,'" said Martin L'Abbée of Local

9584 in Quebec, one of 20 delegates who spoke in support of the resolution.

The union's efforts will build on recent organizing successes, which include welcoming prison chaplains, baristas, college professors, professional football players and tire industry workers into the union.

Through the long-fought victory for Kumho workers in Macon, Ga., and other similar fights, members learned that they could overcome even the most brutal anti-union campaigns.

"The good guys always win in the end," declared Alex Perkins, a leader of the Kumho drive.

Essential Workers

Delegates also passed a resolution committing the union to ramping up efforts to organize and build power specifically in education, health care, security, telecommunications and other rapidly growing professional sectors.

The resolution saluted the sacrifices that workers in these and similar fields made during the COVID-19 pandemic and rededicated the union to helping these members bargain better contracts, safer working conditions and a greater voice on the job.

Delegates gave the union's 50,000 health care workers a standing ovation when Conway saluted the contributions they've made during the pandemic.

Health and Safety

Another top priority that delegates recognized was the union's fight for safer and healthier workplaces. Members passed a resolution containing a long list of commitments USW members will make to advance the union's health and safety work.

That vote was followed by a scroll memorializing all of the workers at USW-represented facilities killed on the job in the five years since the union's last convention. The scroll of 144 names, Conway said, was a powerful reminder of why safety must always be a USW priority.

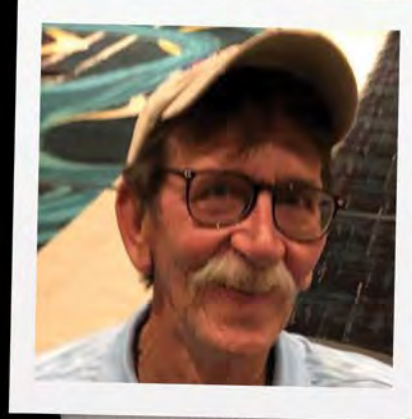
Members passed a resolution rededicating the USW to supporting its Emergency Response Team (ERT) program, which provides victims, family members and co-workers with immediate assistance in the aftermath of a serious workplace injury or death. The team, which includes member coordinators across the union, responded to 220 incidents since the 2017 convention.

"It's never over," Canadian National Director Marty Warren said of the USW's efforts to protect workers. "It's a continuous fight, every day."

More than a dozen members spoke from the floor in strong support of the health and safety resolution, many of them recalling personal experiences with workplace incidents and stories of colleagues who were injured or killed.

Bill Fredette, of Local 2705 in Minnesota's Iron Range, said it is essential that longtime members make sure that newer workers learn about their rights on the job so that all members can fight to protect each other.

"It's important that we share information and educate members," said Fredette.



"When we return from convention, it's up to us to share what we learn and the information we receive as widely as possible. We should encourage participation for all members."

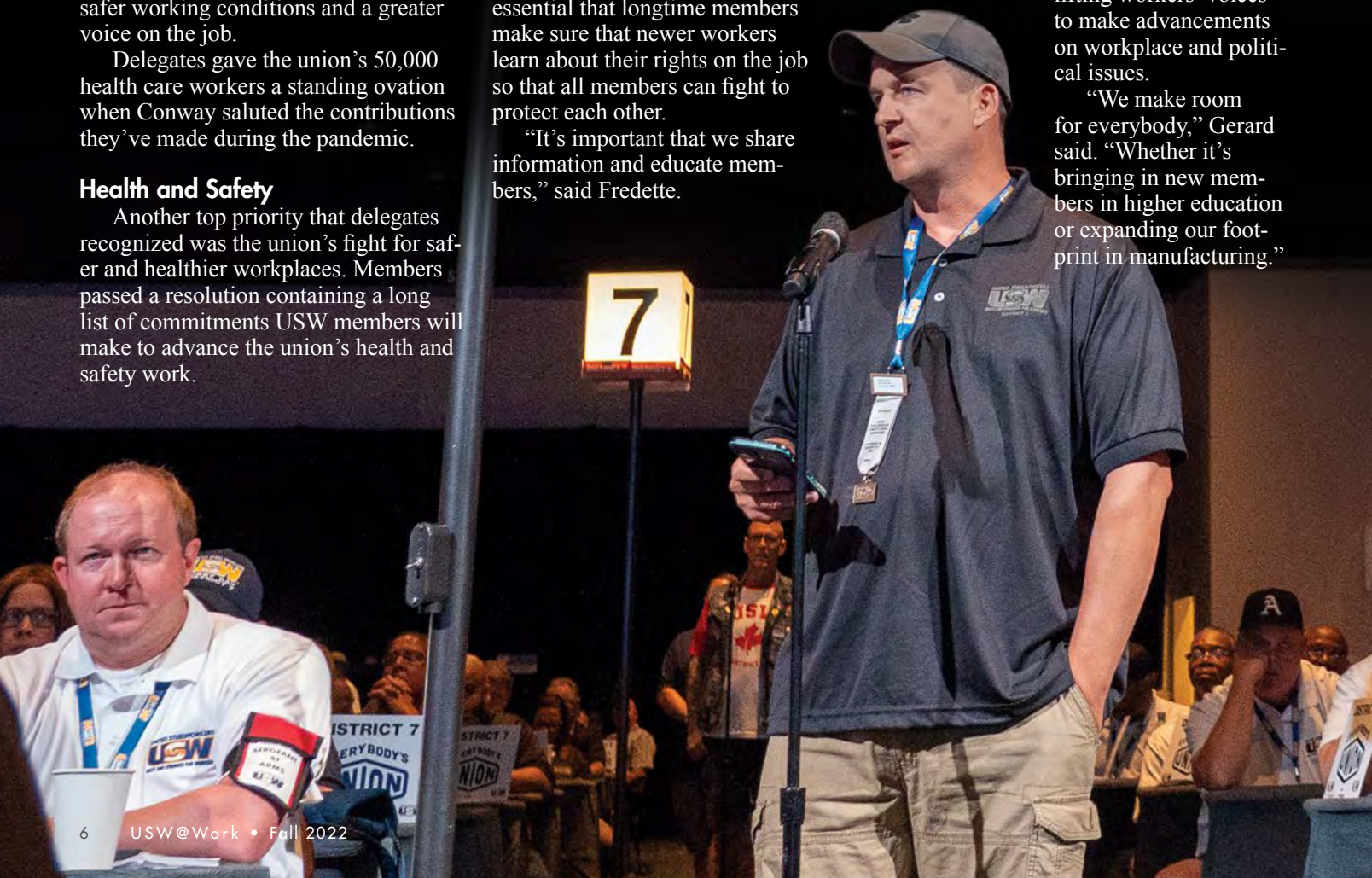
Dan Boone,
Local 979, Cleveland

Gerard Sends Greetings

Joining Conway in addressing the delegation, retired USW International President Leo W. Gerard sent greetings of solidarity and inspiration in a video message.

Gerard touched on the USW's most important work and why it is truly Everybody's Union, challenging delegates to continue lifting workers' voices to make advancements on workplace and political issues.

"We make room for everybody," Gerard said. "Whether it's bringing in new members in higher education or expanding our footprint in manufacturing."



Jefferson Award Winners

Delegates passed resolutions advancing the fight for fair trade, and supporting the USW's Next Generation, Women of Steel, SOAR, Civil Rights, Leadership Scholarship, Building Power, Rapid Response and Political Action programs.

The USW also devoted part of the convention to celebrating the humanitarian and civil rights work of members and urged members to continue to lift up the marginalized, the poor and the devastated in their communities.

Delegates called on the union to continue supporting the Steelworkers Charitable and Educational Organization, which enables U.S. members to support victims of natural disasters at home and overseas. That resolution coincided with International Vice President Kevin Mapp's presentation of the 2021 USW Cares Jefferson Awards to community champions from across the United States, including Champion Volunteer Sabrina Liu.

Liu works to aid immigrants and underserved communities in Western Pennsylvania through her work with the USW and the Pittsburgh chapter of the Asian Pacific American Labor Alliance, which she co-founded. She said part of making sure the USW is "everybody's union" includes bridging language barriers so that all workers, regardless of their backgrounds, can be part of the union way of life.

"I challenge all of us here to step up and make our community a better place," said Liu, a member of Local 3657 and part of the union's strategic campaigns team. "Let's spread the knowledge of collective power so that more people can stand up for their rights and build the future they deserve."



"What we do protects so many people, union or not. Everything we do affects the community around us. We're building a better labor workforce for me and my daughter and her daughter."

Ashley Seabrook,
Local 8888,
Newport News, Va.



"I wore a Steelworkers hat on the plane here, and a guy said to me, 'I never knew there was a steel plant in Louisiana.' I said, 'We're not just steel anymore. We just signed football players. We have everybody.' Our name says 'steel' but it's everybody."

Montrell Steib,
Local 5702,
St. James Parish, La.



Convention Photo Available

The panoramic photo of the 2022 USW Constitutional Convention delegation is available for members and locals to order online. The one-of-a-kind panoramic photo of thousands of USW members is a high-quality 12" x 36" image featuring the "Everybody's Union" convention logo and text with the convention name, dates and location. To order a copy, visit convention.usw.org and click on the "menu" tab.

MORE COVERAGE ONLINE: For resolutions, day-by-day summaries, videos, highlights of speeches and other material from the 2022 USW Constitutional Convention, visit convention.usw.org.





Vice President
Kamala Harris

U.S. Labor Secretary
Marty Walsh

SPEAKERS VOW TO FIGHT FOR WORKERS

**Harris, Walsh Tout Progress on Pensions,
Infrastructure, Health Care**



A series of high-profile guest speakers addressed USW delegates throughout the 2022 Constitutional Convention, with politicians and labor leaders congratulating members on a string of organizing and political victories, and vowing to help Steelworkers carry on the fight for workers' rights.



Kamala Harris

Delegates welcomed the U.S. vice president to the convention stage with a standing ovation, to which Harris responded with a list of the countless ways she said USW members strengthen the nation and its economy.

Members worked hard to build and rebuild the country for the past eight decades, and are in the process of doing it again, Harris said.

“USW steel built our nation, and USW organizing built our middle class,” Harris said. “You created prosperity and opportunity.”

Thanks to a host of pro-worker initiatives the Biden administration championed in Washington over the past 18 months, the USW is poised to lead the way again in rebuilding the nation’s manufacturing sector and empowering more workers through organizing.

“This is the beginning of a new era in the American labor movement,” Harris said. “Led by you – the USW is charting that new era.”

Among the administration’s victories, Harris said, were the \$1.2 trillion infrastructure law passed last fall, a new federal task force to support labor organizing, a law providing \$53 billion for domestic production of semiconductor chips, measures to cut health care and prescription drug costs, and tax credits that reduced child poverty by 40 percent in less than two years.

“These investments will create good union jobs,” Harris said. “It’s clear that our nation is making progress.”

Still, more work needs to be done to help strug-

gling Americans, she said, like passing the Protecting the Right to Organize (PRO) Act to make it easier for workers to join unions and crack down on employers who try to silence them. Doing that will bolster the USW’s new organizing initiatives and provide a path to the middle class for millions of American workers, Harris said.

“We are guided by the spirit of this great labor union,” she said. “Our administration will be with you every step of the way.”

Marty Walsh

The U.S. Labor Secretary vowed to fight for workers undercut by unfair trade and hamstrung by weak labor laws.

Walsh called for renewal of the decades-old Trade Adjustment Assistance (TAA) program that expired this summer – cutting off job training and other assistance to laid-off workers – because Republicans in Congress refused to join Democrats in extending it.

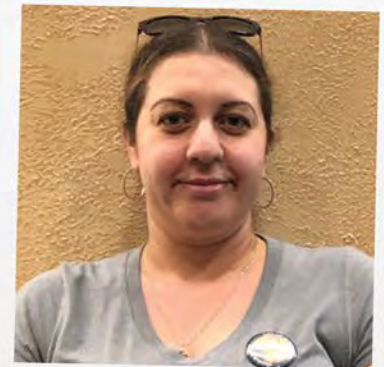
“It’s a program that workers deserve,” Walsh said. “And it’s a program we need to continue.” In the past two years alone, Walsh noted, TAA supported 3,300 USW members, among thousands of workers across the country.

Walsh stressed the Biden administration’s efforts to create and preserve union jobs through the infrastructure law and other initiatives, but said the U.S. must remain vigilant on unfair trade.

“We have to keep looking out for the workers who are impacted by global trade. We have to make sure they have opportunities,” Walsh said.

Walsh, the former head of the Greater Boston Building Trades who still carries a union card, underscored the Biden administration’s determination to “take down the barriers to worker organizing” as more Americans seek to join unions. In addition to championing the PRO Act, the administration is launching an online Worker Organizing Resource Center that Walsh described as a “one-stop shop on how to form a union.”

“Together, we have the opportunity to write the next great chapter in the history of the labor movement,” he said.



“Everybody’s Union means solidarity with people who face the same issues you do. You realize we’re all going in the same direction, just in different locations.”

Tahinna (Tye) Aguayo,
Local 137M,
Huntington Park, Calif.



“As a first-term local president, I was able to keep my membership motivated by expressing that the union is all of us. We have to be vigilant, enforce our CBA, and stay united for the best work environment.”

Amber Francis,
Local 8713, St. Thomas,
U.S. Virgin Islands

JOE BIDEN

In a video address, the president praised USW members for helping to unite America behind the historic infrastructure bill and other pro-worker legislation that is growing the middle class and energizing the nation's economy.

"The bottom line is, because of you, American manufacturing is booming," Biden said, promising that the infrastructure law will sustain good-paying jobs for years, with products made by union workers "rebuilding our roads,

our bridges, our ports and our airports."

The president also praised the USW for successfully advocating for the Butch Lewis Act, which stabilized troubled multiemployer pension plans and saved the retirements of 1.3 million workers and retirees.

"The middle class built America, and unions built the middle class. Steelworkers built the middle class," said Biden.

LIZ SHULER

The AFL-CIO president laid out a plan for a pro-worker future during her address to USW convention delegates.

Americans trust unions, Shuler said, and that presents an opportunity for labor organizations like the USW to help working families, expand the movement and grow the economy.

"We want to capture the energy of this moment," said Shuler, the first woman elected to lead the 12.5 million-member coalition. "Imagine what we could win for working people." Large

companies like Amazon and Starbucks, and expanding industries like technology and clean energy, are among the keys to growing the labor movement, she said.

"That is what the future of the labor movement looks like," Shuler said, citing a poll showing that unions were the only institutions in which public trust has not declined. "We need to do what unions do. That is to join together and fight back."

FRANK MRVAN

Rep. Frank Mrvan Jr. regularly proves himself to be one of the USW's strongest supporters in Washington, D.C., through his work as a first-term congressman from Indiana and as co-chair of the Congressional Steel Caucus.

"I'm proud to be the first member of Congress to be sworn in wearing a USW mask," he told delegates. In his remarks, he praised USW mem-

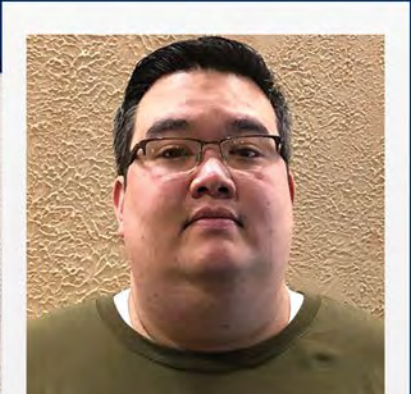
bers' work on gaining strong domestic procurement provisions in the new infrastructure law and touted legislation that will help working families like the Protecting the Right to Organize (PRO) Act and the Inflation Reduction Act.

"I know real people's lives are impacted by trade policies," Mrvan said. "I know what it means to last one day longer and be one day stronger."



"Our local has environmental services workers, doctors, nurse practitioners, patient service reps, physical therapists ... We can represent everybody, bargain for a better life for everybody."

Tuan Vu, Local 9460
Proctor, Minn.



KATHERINE TAI

American trade policy “must have workers at its heart” and “provide real opportunities to real people,” the U.S. Trade Representative said as she pledged the Biden administration’s continued efforts to build domestic production and combat trade cheaters.

“President Biden understands the importance of union workers to America’s economic vitality,” Tai said, adding that “many of you here today have the callouses to prove it.”

The administration remains committed to tariffs that help level the playing field for American workers, she added, and will continue to leverage enforcement tools in the United States-Mexico-Canada Agreement that ensure fair treatment for workers.

“Delivering for workers is our main priority,” Tai said, noting she’s met with numerous union members to inform a “worker-centered” trade policy.



BEA BRUSKE

The Canadian Labour Congress president applauded USW members for their tireless work fighting on behalf of workers across Canada, through organizing, bargaining strong contracts and enforcing health and safety laws.

This year marked the 30th anniversary of the Westray Mine explosion that killed 26 Canadian miners. The USW

continues to fight for improved safety provisions and to ensure these miners are never forgotten, Bruske said.

“Your tireless efforts, including consistent lobbying and the very powerful ‘Kill a Worker, Go to Jail’ campaign has led to major workplace safety reform,” said Bruske. “Workers in Canada are safer thanks to the Steelworkers.”



JAGMEET SINGH

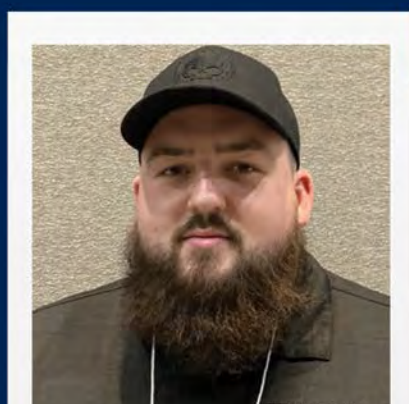
The leader of Canada’s New Democratic Party applauded USW members for their efforts to make needed improvements inside and outside the workplace and vowed to continue his party’s efforts to lift up workers’ voices and advance priorities that benefit working families.

“Every one of you contributes to making your communities a better place,” Singh said. “Every one of you

works hard for your members, for your fellow workers – where you work, and to make your communities better.”

Singh reminded delegates that their advocacy benefits everyone.

“Every single time you fight for better wages or good jobs, every single time you fight for better working conditions,” he said, “you are improving the working conditions of your members, but really of all workers.”



“When you look at the big picture, a win for you is a win for me, and vice versa. When new workers like the ones at Starbucks organize for better wages and benefits, that means better wages and benefits for all workers no matter what we do.”

**Colton Smith, Local 1016,
Mercer, Pa.**





Kemal Özkan, IndustriALL Global Union Assistant General Secretary



Napoleón Gómez Urrutia, Mexican Senator and Los Mineros leader

USW STRENGTHENS GLOBAL SOLIDARITY

International Guests Pledge to Share USW's Fight for Labor Rights, Economic Justice

Solidarity between USW members and their allies from labor organizations around the world has helped workers confront multinational corporations, win labor disputes and achieve countless contractual and political victories.

Dozens of international guests from 20 nations attended the USW convention this summer with the goal of strengthening those ties and reinforcing the bonds of international solidarity for the next generation.

IndustriALL Global Union

Working together across oceans and borders is the best way for workers to “re-balance the scales” and build better lives as greedy multinational corporations seek to exploit them around the world, said Kemal Özkan, assistant general secretary of IndustriALL Global Union.

IndustriALL, founded in 2012, is a coalition of industrial unions, including the USW, representing 50 million people in more than 140 countries.

Özkan, in an impassioned address to the USW convention, assailed corporations for using the pandemic as cover to take advantage of workers. Today, he said, workers around the globe face stagnant wages, rising inflation and other common struggles.

“Under the circumstances, dear

brothers and sisters, we must work internationally to confront bad bosses, bad governments and union busters,” he said.

IndustriALL, in addition to fostering relationships and cooperation among unions, fights for global framework agreements to protect precarious workers, and confronts government leaders and multinational corporations on labor, human rights and environmental issues.

Mexico's Los Mineros

One labor leader who knows the power of global solidarity on a personal level is Mexican Senator and Los Mineros leader Napoleón Gómez Urrutia.

Gómez kicked off the USW's celebration of global solidarity on the convention's second day by thanking USW members and leaders, including International President Tom Conway, former President Leo W. Gerard, former National Director for Canada Ken Neumann, and late District 12 Director Bob LaVenture, for the support that helped him to persevere and ultimately to return triumphantly to Mexico in 2018 after 12 years in exile while fighting bogus corruption charges.

“They brought us friendship, support and solidarity,” he said. “I honor and thank them.”

In addition to serving in the Mexican Senate, Gómez is president of the Na-

tional Union of Mine, Metal, Steel and Allied Workers of the Mexican Republic, known as Los Mineros. The USW forged a strategic alliance with the organization in 2005 and has partnered with the group to fight for fairness for workers, and for fair trade agreements that uplift workers and communities in both countries.

Gómez reminded delegates that the last time he addressed them in 2017, he was living in exile in Canada, and Mexico was overrun with company-run “protection” unions.

“Today I am a senator,” he said. “And we have passed labor laws that mandate democratic control of unions by their members.”

None of it would have been possible without international solidarity from the USW and other labor allies, he said.

The USW delegation vowed to continue that work by passing the resolution “Global Unity and Activism,” recommitting the union to building global solidarity.

“We must keep organizing, fighting to increase wages and end the race to the bottom,” Gómez said.

Workers Uniting

Unite the Union Director of International and Research Simon Dubbins gave delegates a valuable perspective



Simon Dubbins, Unite the Union Director of International and Research

DELEGATES UPDATE CONSTITUTION

Members Back Veterans Initiative, Gender-Neutral Language



from USW allies across the Atlantic in his address.

Because corporate-level decisions made by executives of multinational companies can seriously affect workers everywhere, the USW and Unite have aligned with unions around the world to better represent members.

The USW and Unite the Union formalized their partnership in 2008 when together they formed Workers Uniting, joining more than three million active and retired workers from the United States, Canada, Great Britain and the Republic of Ireland who work in nearly every sector of the global economy. Mexico's Los Mineros joined Workers Uniting in 2018.

Dubbins said working families have had enough of anti-union government policies and double-digit inflation while corporate profits soar.

"Workers are mobilizing and organizing again on a scale we haven't seen for 50 years," he said. "I sincerely believe that if we overcome our fears and move forward together, then we can build a better future for all of us."

USW members created the union's Veterans of Steel program by passing a resolution at the union's 2017 convention. At this year's event, they took that effort a step further by calling for the establishment of veterans committees at each USW local.

As a result, the union's constitution will charge USW locals with creating Veterans of Steel committees alongside the union's other requisite committees, including organizing, civil rights, Women of Steel, and workers' compensation.

In a spirited debate on the member-driven proposal, delegates spoke about how such committees would be able to help workers in their locals as well as veterans in their communities, by crafting contract proposals, providing job placement and training assistance, connecting veterans to resources, raising funds and delivering them to those in need, building community networks through local, state and national labor groups like the AFL-CIO, and helping veterans confront issues such as PTSD, addiction and other challenges.

Members can visit www.usw.org/members/veterans-of-steel to find more information, model contract language, presentations and other resources.

In addition to the veterans initiative, convention delegates voted to make several other significant updates to the interna-

tional constitution, and passed a number of resolutions setting a course of activism for the union over the coming years.

Delegates also adopted a series of language updates to the constitution, including approving a recommendation from the International Executive Board to update language in the document to include gender-neutral references.

International Vice President David McCall, who chaired the convention's constitution committee, said the language changes reflected the USW's effort to hold true to the 2022 convention theme of being "Everybody's Union."

Other constitutional changes included:

- Updates to allow for a more streamlined and modern voting procedure for International elections.
- An amendment to expand the reasons for permitted absences for eligibility to run for local union office to include the 12 weeks following child birth.
- A measure allowing the International President, upon written request, to suspend a member from good standing in cases in which a serious charge of harassment on the basis of legally protected status is pending the resolution of the charge, where supported by a preliminary investigation.

Smooth Sailing



USW MEMBERS ARE THE BACKBONE of GREAT LAKES SHIPPING INDUSTRY

Ron Wilson and his fellow Local 5000 members are more than just union siblings. They are each other's live-in family, seven days a week, for weeks – sometimes even months – at a time.

On board the huge Great Lakes shipping vessels that haul iron ore, salt, limestone and other materials to and from mines, factories and other destinations, Wilson and his co-workers take to the water for such long stretches that they forge an even closer bond with each other than most of their fellow Steelworkers can claim.

“It’s a lifestyle,” said Wilson, who serves as an able seaman. “You have to be willing to be a recluse. You’re in your own little bubble.”

That “bubble,” on board ships traversing the 94,000 square miles of Great Lakes, typically consists of about 20 union workers – 12 to 14 members of the USW and six to eight members of the

Marine Engineers’ Beneficial Association, the labor union that represents the vessel’s deck and engine officers.

“It’s a family,” Wilson said. “We are a close-knit group. We have to be. We’re the only ones we’ve got out here.”

The Mark W. Barker

During one of his recent stints on land, Wilson joined members of his extended union family Sept. 1 on Cleveland’s lakefront to celebrate a historic event in the history of Great Lakes shipping. His employer, Interlake Steamship Co., was christening the Mark W. Barker (MWB), the company’s first new ship since 1981, and the first new U.S.-built cargo freighter on the Great Lakes since 1983.

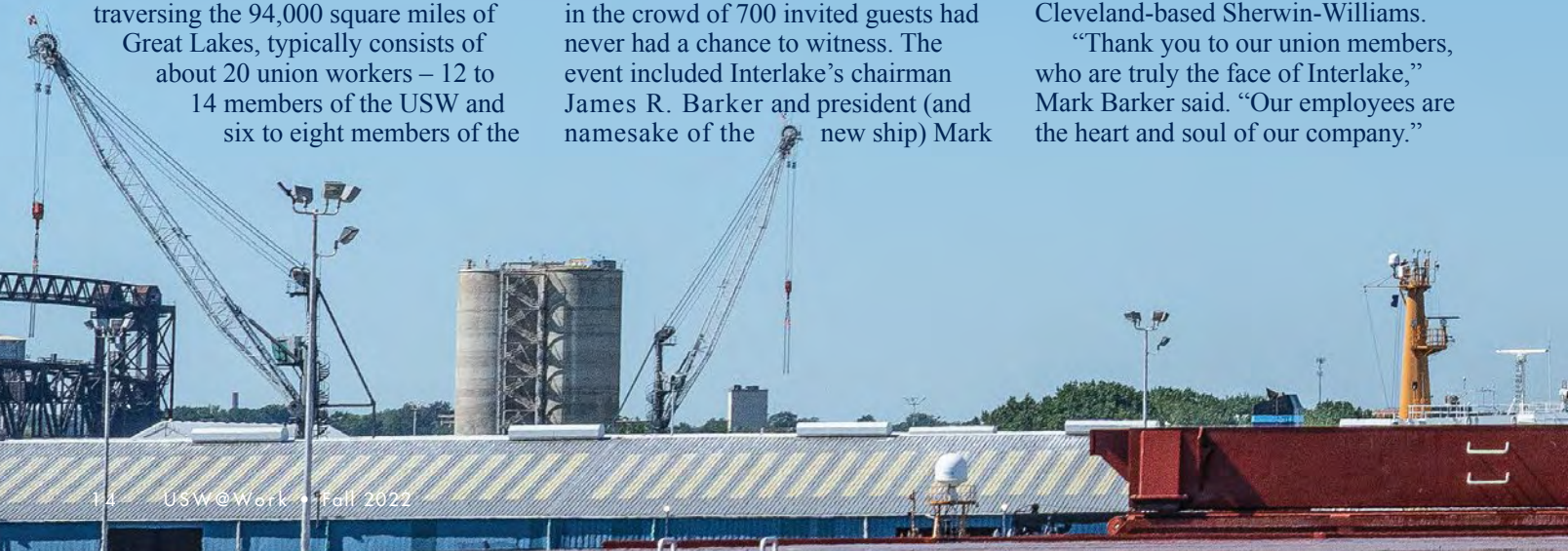
It was the type of ceremony many in the crowd of 700 invited guests had never had a chance to witness. The event included Interlake’s chairman James R. Barker and president (and namesake of the new ship) Mark

W. Barker, as well as U.S. Rep. Marcy Kaptur, U.S. Rep. Shontel Brown and Cleveland Mayor Justin Bibb, all of whom spoke of the major contributions USW members make to Great Lakes shipping.

“To be a sailor on the Great Lakes takes guts,” said Kaptur, the longest-serving woman in Congress, whose district stretches across the southern shores of Lake Erie from Toledo to Cleveland. “To our friends in labor, who built and will crew this modern marvel – we value you.”

Also attending the ceremony was District 1 Director Donnie Blatt, who pointed out that the ship itself was built with USW-made steel, which was created from USW-mined iron ore, and finished with USW-made paint from Cleveland-based Sherwin-Williams.

“Thank you to our union members, who are truly the face of Interlake,” Mark Barker said. “Our employees are the heart and soul of our company.”





Ronald Wilson

“ It’s a family. We are a close-knit group. We have to be. We’re the only ones we’ve got out here.” Ronald Wilson, Local 5000

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#USWMADE #USWVOICES



Representatives of District 1, including Director Donnie Blatt, third from right, attended the christening of the Mark W. Barker on Sept. 1 in Cleveland.



Prior to its christening, the ship had already made eight deliveries, including hauling ore from mines in Minnesota and Michigan to USW-represented mills across the Great Lakes.

“This ship has truly come full circle,” Blatt said. “Every piece of this ship, including the crew, is a testament to the hard-working members of our great union.”

A Unique Local

The 300 members of Local 5000 work not only on board the newly christened ship, but also on the other nine vessels in Interlake’s fleet, and nine other cargo carriers operated by companies including Central Marine Logistics and Key Lakes Inc.

The USW members who sail on the freshwater Great Lakes deliver and pick up cargo in Indiana, Illinois, Michigan, Minnesota, Ohio, New York, Pennsylvania, Wisconsin and parts of Canada.

The life of a cargo ship crew member is unlike any other USW-represented job. Members don’t get to go

home when their daily shifts end. They often miss weekends with their families, birthday parties, weddings and other important events.

The tradeoff, though, for a career in a family-supporting job that they love, is worth it. And the extended leave time during the off season, from late autumn to early spring when the weather is too cold to sail, helps to make up for the time away, members say.

“It’s not for everybody,” Wilson said of life working on the lakes.

Still, while USW jobs on the lakes require a deep commitment and significant time spent learning the ropes, they are “great jobs for someone right out of high school,” said Jayson Toth, Interlake’s director of training and vessel personnel.

“The ones that love it,” Toth said, “really love it.”

In addition to the good union wages and benefits, there’s a sense of pride that goes along with doing a job that contributes so much to the region’s economy, Wilson said.

“It’s a great feeling to be a part of something as big as this,” the six-year veteran sailor said. “There’s a lot to be proud of being a part of the Steelworkers. We are the bloodline of the steel industry, from the ground up.”

Modern Design

While the MWB is the smallest vessel in the Interlake fleet, because of its modern design, it can carry as much cargo as its larger sister ships. The vessel is 639 feet long with a cargo capacity of 26,000 tons. In addition to taconite, salt and stone, the MWB was designed to carry other material, such as wind turbine blades.

Constructed at Fincantieri Bay Shipbuilding in Sturgeon Bay, Wis., and powered by twin electro-motive diesel engines that generate 8,000 horsepower, the ship boasts fully computerized, touch-screen controls as well as a 2,000-horsepower loading and unloading system.

The vessel also adheres to the strictest environmental standards, as the first ship on the Great Lakes with engines



that meet EPA Tier 4 emissions standards, adopted in an effort to significantly reduce pollution.

Compared to the other 40-plus-year-old vessels on the lakes, the MWB is “like night and day,” said ship Captain Paul Berger.

“The other boats are analog,” said First Mate Alex Weber. “This is digital.”

In addition, the combination of the smaller size and the increased maneuverability of the MWB, due to a more flexible rudder system, opens up some ports and narrow waterways that older, larger, less-nimble ships haven’t been able to reach.

All of those factors demonstrate why the MWB “represents the future of Great Lakes shipping,” the ship’s namesake declared.

The shipping industry contributes about \$35 billion annually to the region’s economy, and supports nearly 150,000 jobs in the Great Lakes area. With looming investments in infrastructure and strong Buy American laws in place, those numbers will only grow, Barker said.

Source of Pride

From the Cleveland-Cliffs workers in Minnesota’s Iron Range who mined the iron ore, to those at the Burns Harbor mill in Indiana who made the steel needed to build it, to the crewmembers from all across the country who help keep the Interlake fleet moving, all USW members should be proud of the MWB and of their roles in the region’s economy, Barker said.

“It’s amazing how many touch points the USW has had on this boat,” Barker said. “We are part of the fabric of the industrial aspect of this nation.”

The MWB not only represents the recent resurgence of American manufacturing, he said, but also of a return to waterway shipping, which is among the most efficient ways to move cargo.

Jones Act Benefits

One reason why the MWB was built in the United States, with USW-made materials, is because of a 102-year-old piece of federal legislation known as the

Jones Act. Part of the Merchant Marine Act, the law stipulates that any ship transporting goods between U.S. ports must be U.S.-flagged and U.S.-built, with a strong preference for American workers as crew members.

That’s just fine with Barker, who said he is proud of his family-owned company’s role in providing good jobs for U.S. workers.

“We saw so much offshoring in the 1980s,” Barker said. “It was a shame, but now we’re starting to see the onshoring again.”

That means good jobs for USW members and other workers across all industries, Barker said, and because ships that sail on freshwater lakes can last longer than ocean liners, the outlook for the Great Lakes shipping industry, and those that it supports, is strong.

“We are looking long-term,” Barker said. “There is a need for U.S. shipping on the lakes, and we stand ready to meet those needs.”

NEW CONTRACTS AT CLIFFS

Mill, Mine Workers Reach Historic Deals
as Talks Continue at U.S. Steel

USW members who work at Cleveland-Cliffs steel mills and mines bargained new four-year agreements with the company this summer, achieving wage increases and other improvements for about 12,000 mill workers and about 2,000 who mine and process iron ore.

International Vice President David McCall, who chaired the negotiations on behalf of the workers at Cliffs steel mills, credited USW members for standing together in solidarity for the fair contract that they deserved.

“Our agreement with Cliffs management recognizes the vital role Steelworkers have played in the company’s success,” McCall said. “The contract provides important economic and contract language improvements that will improve working conditions along with the standard of living for USW members and their families.”

The other major USW employer in the industry, U.S. Steel, had yet to agree to terms on a new contract covering about 15,000 workers as *USW@Work* went to press. Like the USW’s agreement at the Cliffs mills, the U.S. Steel agreement expired on Sept. 1.

The new contract covering Cleveland-Cliffs mill workers provides annual wage increases totaling 20 percent, bolsters existing health insurance provisions for workers and retirees without increasing costs, and includes a commitment for Cliffs to invest \$4 billion in USW-represented facilities over the term of the agreement.

The agreement for Cleveland-Cliffs mine workers in Minnesota and Michi-

gan closely tracks the terms of the mill agreement, significantly improving wages, bolstering health care provisions for workers and retirees, and securing a commitment from Cliffs to reinvest in its USW-represented facilities.

International President Tom Conway credited members for achieving the historic agreements with Cliffs in recognition of their hard work throughout the COVID-19 pandemic.

“The members of this union prove every day how essential they are,” Conway said. “Cliffs management clearly recognizes that as well. This contract positions the company and its workers for shared success as our economy continues to grow.”

The mill agreement covers members of Local 979 at the company’s Cleveland mill, Local 1010 at Indiana Harbor East and Riverdale, Local 1011 at Indiana Harbor West, Local 1165 at Coatesville, Local 1375-07 at Warren Coke, Local 1688 at Steelton, Local 2911 at Weirton, Local 6115 at the Minorca Mine, Local 6787 at Burns Harbor, Local 9462 at Conshohocken, Local 9231 at Tek and Kote, and Local 9309 at Columbus Coatings.

McCall said that plants will be safer and USW members’ jobs more secure under the new contract.

“Cliffs’ plan to invest in its USW facilities,” he said, “will improve production, create sustainable jobs for USW members and ensure success for the company.”

District 11 Director Emil Ramirez, who led the union’s negotiations with Cliffs on behalf of the union’s mine workers, said USW members displayed

unbreakable solidarity in communities across the Iron Range of Northern Minnesota and Michigan’s Upper Peninsula.

“Mining and processing iron ore are the first steps in making steel,” Ramirez said. “These essential workers earned this strong contract.”

Cliffs mine workers voted in September by a 5-to-1 margin to ratify the new contract. Voting was underway on the steel mill agreement as *USW@Work* went to press.

Meanwhile, in the weeks following the Cliffs settlements, U.S. Steel management continued to insist on significantly lower wage and benefit increases in their own contract proposals, despite record profits, rising prices and increased demand for steel.

The U.S. Steel agreement covers members at more than a dozen facilities, including Great Lakes Works, Gary Eastside, Gary Westside, Gary Works Midwest Gary Portage, Granite City, Fairfield, Edgar Thomson Works, Clairton Coke Works, Irvin Works, Mon Valley Works, Fairless, Minntac, Keetac and Lorain Tubular.

District 7 Director Mike Millsap, who chairs negotiations with U.S. Steel, called on the company to follow the example of Cleveland-Cliffs and settle a fair and equitable agreement in a timely fashion, one that recognizes the essential work of USW members.

“These hard-working union members know what it’s like to lead this industry through its up and down cycles,” Millsap said. “We know that our steel plants run better when management and our union work together. We hope U.S. Steel remembers that as well.”



NEW TIRE CONTRACTS COVER 12,000 WORKERS

Workers Ratify Agreements With Goodyear,
Bridgestone, Michelin-BF Goodrich

USW members in August voted to ratify new contracts with three major tire producers that cover nearly 12,000 workers across the United States.

The new agreements improve wages, benefits, safety and working conditions for more than 6,000 workers at Goodyear facilities in Akron, Ohio; Topeka, Kan.; Danville, Va.; and Fayetteville, N.C.; about 4,000 workers at Bridgestone locations in Akron; Des Moines, Iowa; Bloomington, Ill.; Russellville, Ark.; LaVergne and Morrison, Tenn., and 1,800 USW represented Michelin-BF Goodrich employees in Tuscaloosa, Ala., and Fort Wayne, Ind.

All three master contracts were due to expire in late July, and the union reached tentative agreements with the three tire giants by the end of the month. Ratification votes took place over the next few weeks.

The strong agreements did not come without a fight – all three employers initially rejected USW members’ demands for significant wage increases and contract language improvements, while proposing to push significant increases in health care costs onto the workforce.

As the fight for fair contracts intensified through the summer, workers held solidarity days in their plants, took to the streets for informational pickets, and took part in other events in their communities to gain public support.

Ultimately, the result was a trio of contracts that rewarded members for their hard work, while positioning the companies for future success. The contracts with Goodyear and Bridgestone are set to expire in four years, while the

Michelin-BF Goodrich agreement covers a three-year term.

International President Tom Conway said that the solidarity workers displayed throughout the summer allowed them to win meaningful improvements in the agreements, which an overwhelming majority of members voted to ratify at all three companies.

“The hard work of our negotiating committees and the solidarity of the membership throughout the industry have been rewarded with fair contracts for everyone,” Conway said. “We made it a priority to raise wages and retain cost-of-living adjustments without giving in to management’s demands that

we sacrifice quality, affordable health insurance options.”

The new contracts include wage increases, provide lump-sum payments, improve retirement options, eliminate two-tier wage systems, and preserve access to quality, affordable health insurance plans for the entire membership.

The agreements also allow recently hired and younger employees to accrue vacation and progress through the wage scales more quickly in an effort to help the employers retain more workers.

Kevin Johnsen, chair of the union’s Rubber/Plastic Industry Council (R/PIC), said that the new contracts are an indication of the sacrifices tire workers made throughout the COVID-19 pandemic, as well as the financial success the companies have had as the economy has recovered.

“Workers across the rubber and tire industry spoke up with one voice and demanded to be treated as essential workers,” Johnsen said. “The solidarity of the USW membership across the country was unbreakable, and that was the key to getting the agreements that these workers deserved.”

Conway also credited relentless work USW members have done in fighting for fair trade to ensure a robust U.S. tire industry and, in turn, achieve fair contracts.

“We put so many resources in the fight for fair trade, for so many reasons,” Conway said. “It’s more than just protecting existing jobs. It’s also about fighting for the future, to make sure that we have a strong manufacturing base for the next generation and beyond.”



USW Pushes 'STOP WORK AUTHORITY'

Ability to Stop Unsafe Situations is one Component of a Comprehensive Health and Safety System

The first workplace fatality Steve Sallman investigated as a USW health and safety specialist involved a member who died when he was struck by a powered industrial truck.

The investigation revealed that, before that tragic incident, operators notified management to repair the truck's brakes. In fact, one operator made sure to communicate the severity of the problem with a blunt message on the daily inspection form to his superiors that contained all capital letters and three large balloon exclamation points: "THE BRAKES ARE BAD!!!"

Still, the truck remained in service because the worker was concerned about raising safety issues since he was on a "learner's rate" of pay in a new department and was one position away from layoff, the company didn't have a suitable replacement available, and management had contracted out powered industrial truck maintenance. As a result, not long after those reports, a USW member was struck and killed in a congested area because of the truck's faulty brakes and the poor housekeeping.

"Workers rely on the health and safety systems to support them, and those systems failed," said Sallman, now the director of the USW's Health, Safety and Environment department. "If we don't learn and improve from these tragic events by eliminating or controlling the hazards involved, they're going to repeat themselves."

New USW Book

One of the many mechanisms that unions can put in place to prevent such events from recurring when health and safety systems are failing, Sallman said, is to ensure that members have the right and authority, without fear of consequences, through language set forth in their collective bargaining agreements, to, in good faith, stop work that is



believed to be unsafe or unhealthy. That language, known as "stop work authority," should be a part of every union's contract proposals if they don't have it already. Locals that don't have upcoming bargaining can work with employers to get a process in place until it can be bargained into their collective agreement, Sallman said.

Had the truck operator involved in the fatal incident had the ability to exert such authority, regardless of him being on learner's rate, he said, the operator could have simply stopped operating the vehicle with a process that involves the union until the brakes were fixed, or a suitable replacement truck could have been provided as a short-term control.

"Some employers don't want to give up power and control to stop unsafe work," Sallman said. "We can't accept the status quo – we need a stop work authority process in our workplaces."

In order to give local unions the tools they need to change the status quo, the USW produced a publication called "Bargaining for Stop Work Authority to Prevent Injuries and Save Lives," which includes model contract language in Appendix 1: USW Template for SWA that locals can use to craft proposals during bargaining or to work with employers on a process so it can be bargained into the contract.

The publication is available to

USW locals in both electronic and print format, and will be distributed and discussed at the USW's Health, Safety and Environment Conference, scheduled to be held in Pittsburgh in April.

"This publication is the first of its kind to our union and workers in general who need a union," Sallman said of the book, which he co-authored with Rich Engler, a former member of the U.S. Chemical Safety Board. "It is critical to maintain and respect the process. Stop work authority is, in part, stopping a job/task/operation/process, etc., that is believed to be unsafe or unhealthy, and is also about identifying, preventing and controlling the hazards – short and long term, without fear of consequences."

New Arconic Contract

USW members were already successful earlier this summer in gaining stop work authority language in a major collective bargaining agreement covering about 3,400 members at master Arconic locations.

While the new agreement doesn't go as far as the union initially proposed, it does provide members of Local 105 in Davenport, Iowa; Local 309 in Alcoa, Tenn.; Local 115 in Lafayette, Ind.; and Local 420A in Massena, N.Y., with the right to stop unsafe or unhealthy work in good faith, and protection from retaliation or discipline if they do so.

The Arconic agreement also stipulates that all employees will be trained so that they understand those rights and how to exercise them.

"Keeping our members safe and healthy is the cornerstone of this union," said District 11 Director Emil Ramirez, who chaired the Arconic bargaining committee. "Making sure they have a mechanism to put a stop to unsafe situations, without reprisal, is an essential part of a comprehensive union-management health and safety system."

Last Line of Defense

Gaining stop work authority and memorializing it in local union contracts is just one part of a comprehensive safety and health system in which union members and management work together to identify and eliminate or control hazards using the hierarchy of controls, a method of identifying and ranking safeguards from the most to least effective (elimination, substitution, engineering controls, administrative controls and personal protective equipment) to create safer and healthier workplaces.

Stop work authority is an administrative control for dealing with hazards in the workplace. Alone, it is not a solution to every health and safety concern, but rather a “last line of defense when other health and safety systems have failed” that workers can use to prevent themselves and their co-workers from being placed in imminent danger, Sallman said.

“Stop work authority can be challenging to implement successfully,” Sallman said, explaining that contract language that gives workers the right to stop unsafe work gives workers protection when they otherwise might be fearful of retaliation.

Stopping unsafe work “is not a comfortable place to be when workers are put in this position,” Sallman said. “And it needs to be made comfortable – hazards cannot be normalized.”

SAVE THE DATE

HSE CONFERENCE

The USW is planning an in-person Health, Safety and Environment Conference in Pittsburgh from April 16 to 21, 2023.

Holding the conference in the spring will put the union back on track with a once-every-18-months cycle to prevent scheduling HSE conferences in constitutional convention years.

The conference gives members the opportunity to educate, learn, network and build solidarity with their USW siblings around health, safety and environment issues.

To find more information about the conference and other HSE related topics, visit usw.to/hse.



'Proud to be Part of Them'

USW Members Step Up for Co-Workers Devastated by Kentucky Flooding



Jared Haley figured he and his 17-year-old daughter, Kensley, had only minutes to move their vehicles to higher ground.

But the water rose even faster than he expected. When it swamped Kensley's compact, spun it 180 degrees and sent it floating backwards into a bank, Haley waded into the knee-deep water and pulled her to safety through the driver's window.

The family lost their home, a garage full of tools and numerous vehicles in the unprecedented flooding that killed 39 and leveled huge swaths of Eastern Kentucky in July.

Haley's union brothers and sisters wasted no time lending a hand. Within hours of the flooding, he and other survivors found themselves inundated again, this time by donations and other help that poured in from USW members in Kentucky and beyond.

"I'm proud to be part of them," said Haley, who drives a prill truck for a road contractor, noting fellow members of Local 14581 in Elkhorn City, Pike County, brought his family food, water and cleaning supplies and helped him salvage as much as possible from his home and garage.

The flooding wiped out nearly 200 bridges, knocked out power and internet service, and damaged or destroyed more than 10,000 homes in 13 counties. Haley was among scores of affected USW members, many of whom work at construction companies, quarries and Appalachian Regional Healthcare (ARH) facilities.

Many Local 14581 members are construction workers who put in long shifts on backhoes and bulldozers in the wake of the flood to help government agencies clear roads and build temporary stream crossings.

Yet off the job, they still volunteered their time and skills to aid stricken co-workers, noted Local President Gypsy Cantrell, who put in a big order at a local grocery store and arranged for members to distribute essentials to those in need.

"It would be an all-day trip," Cantrell said, noting that drivers traveled long distances in rural areas and had difficulty finding their way in hard-hit neighborhoods.

"You'd go to an address, and there was nothing there," she said, recalling the destruction she saw in Hazard, Perry County, on a day she delivered supplies. "It was in such a state you couldn't tell what street you were on."

District 8 leaders and the Teamsters collaborated on a caravan that delivered three semi-trucks of supplies to USW-represented facilities with many affected workers. Later, when ARH asked Sub-Director Roger McGinnis for help securing urgently needed medical items, he again worked with the Teamsters to arrange the transport of 26 pallets of goods from New York. District Director Larry Ray donated \$12,500 in cleaning supplies from the district, which the Teamsters also delivered, along with additional donations of their own.

Members of USW Locals 14637 and 14568, who work at ARH medical centers in Perry and Letcher counties, operated pop-up distribution centers, volunteered for cleanup efforts and opened their homes to those who lost shelter.

Rather than cancel his Pine Mountain Summit Challenge, a race in Eastern Kentucky drawing nearly 100 cyclists from numerous states every August, Local 14568 member Erik Arroz used entry fees to buy bicycles for children who lost belongings in the flood. He also encouraged the contestants and others to buy and donate bikes.

"We just felt like we needed to do something," explained Arroz, who's distributed 60 bikes so far.

Local 550, which represents workers at the former Paducah Gaseous Diffusion Plant in Western Kentucky, raised a donation that Alisha Fleming, the local's administrative assistant and a Pike County native, hand-delivered. And construction workers represented by Local 14693 in Canonsburg, Pa., provided a donation that Local President Bob Alderson delivered along with a load of building materials.

USW members intend to stand by flood survivors for the long haul. As much as Haley appreciated his co-workers' help in the immediate aftermath of the flood, for example, he knows they'll be back, tools in hand, when he begins rebuilding.

"I'm sure I can count on eight or 10 of them being there, for sure," he said.



To help ongoing relief efforts in Kentucky, and to aid those struggling following recent hurricanes in Puerto Rico, Florida and elsewhere, members can donate to the USW Charitable and Educational Organization, writing "Disaster Relief" in the check memo line and mailing donations to: United Steelworkers, c/o Steelworkers Charitable Fund, 60 Blvd. of the Allies, Pittsburgh, Pa., 15222.

Worker Aid Program in Jeopardy

TAA Provided Job-Training Lifeline to Victims of Unfair Trade

For Cindy Beshears and other members of Local 12L at the Goodyear tire plant in Gadsden, Ala., the Trade Adjustment Assistance (TAA) program was a vital lifeline that helped them embark on new careers after the plant closed in 2020 after 90 years in operation.

Their former workplace, once the largest tire factory in the world, shut its doors when the company chose to shift hundreds of good jobs to plants in Mexico. Although their jobs at the Goodyear plant were gone, the federal government's TAA program helped Beshears and many of her colleagues through some of their darkest days.

TAA, created in the 1970s, provides training, job-search assistance and other aid to workers who have been displaced as a result of unfair imports or offshoring of jobs. Beshears enrolled in the program to obtain an associate's degree in paralegal studies from Gadsden State Community College.

"It covers tuition and books. It covers school supplies. It provided a laptop for me. If you have to travel for your classes, it will pay a mileage stipend," Beshears said of TAA. "It even paid for caps and gowns if we wanted to walk for graduation."

Now, however, the program is in danger of fading away unless Congress moves quickly to reestablish TAA. The program expired this summer after Republicans refused to join Democrats in extending it. Until Congress reinstates the program, the Labor Department cannot consider petitions for TAA assistance.

The USW, along with other unions and Democratic lawmakers such as Sens. Ron Wyden of Oregon and Sherrod Brown of Ohio, are working to salvage the program. The Senators are hoping the chamber will schedule a vote on a new reauthorization measure before the end of the year.

"It's definitely worth fighting to save," Beshears said of TAA.

In the 2021 fiscal year alone, the program enrolled more than 107,000 workers, and an estimated 5,000 workers have missed out on the program since it lapsed. The TAA expiration is especially tragic because advocates

like Brown and Wyden didn't just want to save it but aimed to expand and strengthen it.

Proposed enhancements included streamlining the petition process, providing a tax credit for child care and covering workers who lose their jobs when foreign countries restrict imports of U.S.-made goods.

Unions also called for extending TAA to public service workers. For example, such a provision would cover municipal road workers, firefighters and others who lose their jobs when illegal dumping of foreign goods forces a local manufacturing plant to close and in turn decimates a community's tax base.

Next month, as Beshears starts her job as a paralegal with a municipal government near her home, she'll leverage one more benefit available at the time she enrolled in TAA. She'll receive \$10,000 in income support to help bridge the gap between her new starting salary and the wages she made at Goodyear.

"I'm just so thankful," she said of TAA. "That's what I tell everybody I talk to about it."

USW Local 1899 President Dan Simmons would like to see the same opportunities afforded to his members at U.S. Steel's Granite City, Ill., Works.

The company recently announced plans to cut 900 jobs there, another betrayal of unionized workers by a steelmaker that's made a habit of shifting work to nonunion plants.

Many Granite City workers who experienced job losses resulting from unfair trade in the past made use of TAA benefits, with some staying in their new jobs even when the company offered to return them to the mill. Workers affected by the latest cuts also would be eligible for TAA if the program still existed, said Simmons, noting he's especially worried about helping longtime members find new careers.

According to U.S. Labor Department statistics, more than 75 percent of workers who have utilized TAA benefits found new jobs within six months.

"We need new career paths and training," Simmons said. "There's no other means to do it except TAA."

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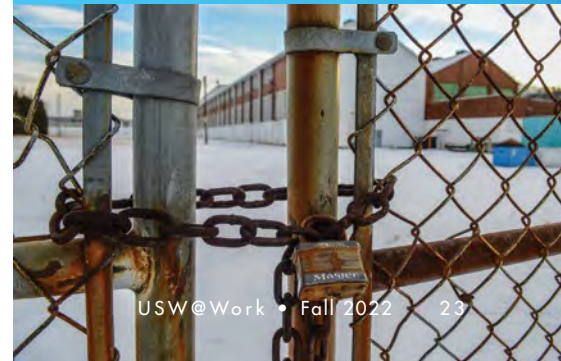
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Save The TAA Program

The USW is asking members to call their U.S. Senators and to urge them to support reauthorization of the Trade Adjustment Assistance (TAA) program. Remember, you have two Senators, be sure to make two calls!

TAA

Trade Adjustment Assistance





USW ACTIVISTS URGE MEMBERS TO VOTE

Crucial Midterm Elections Could Determine Future of Workers' Rights

Aaron Sutter first took an interest in politics during the 2016 campaign, when presidential candidate and Vermont Sen. Bernie Sanders “lit a fire” in him. Sutter learned then that the fight for workers’ rights extends well beyond what union leaders do at the bargaining table.

“I learned that even small elections matter. I wanted to get involved and I wanted to be an advocate for our democracy, an advocate for the working class,” said Sutter, who serves as recording secretary for Local 4294 in Sauget, Ill. “It’s great to talk about it, but it’s better to be involved.”

That belief led Sutter to join a team of get-out-the-vote (GOTV) activists from USW locals across the country who are taking the union’s pro-labor message directly to voters this fall. Through a program named “Good Trouble” in honor of the late civil rights icon John Lewis, members are knocking on doors and urging union workers to participate in the crucial Nov. 8 midterm elections.

“Talking to people one on one is the best way to engage them,” Sutter said.

Senate, House Races

On Election Day, voters across the United States will select the entire 435-member U.S. House of Representatives, along with 36 governors and 34 members of the U.S. Senate.



U.S. Rep. Tim Ryan of Ohio meets with USW Rapid Response activists at the U.S. Capitol in February 2020. Ryan is running to replace the retiring Rob Portman in the U.S. Senate.

In several states with high USW density, most notably Ohio and Pennsylvania, voters will elect new members to the Senate to replace Republican members who are retiring. In both cases, candidates who have supported pro-worker causes throughout their careers are on the ballot – U.S. Rep. Tim Ryan in Ohio and Lt. Gov. John

Fetterman in Pennsylvania.

“Having the right people in office really helps us as workers,” said GOTV activist Chris Frydenger of Local 7-838 in Decatur, Ill. “The labor movement needs legislation on our side, and to get that we need politicians who are on our side.”



Pennsylvania Lt. Gov. John Fetterman speaks to USW members during a rally in Pittsburgh in August. Fetterman is running to replace the retiring Pat Toomey in the U.S. Senate.

Pro-Labor Efforts

Often, midterm elections are a referendum on the performance of the president. And the past two years, with a pro-labor president in Joe Biden and a Congress led by Democrats, have shown the importance of electing more candidates who support workers, said International Vice President Roxanne Brown, who oversees the union’s legislative and political work.

“President Biden has truly lived up to his promise to be the most pro-labor president of our lifetimes,” Brown said. “His infrastructure law alone is providing good jobs to communities across the country already, in all industries, and will continue to do so for the next decade.”

The infrastructure law was the result of years of hard work by USW members, pushing for federal action to address some of the union’s core concerns. In summer of 2021, members took that campaign on the road for a nationwide week of action, covering more than 2,300 miles and making stops at six USW locals.

That “We Supply America” tour grew out of the USW’s Your Union, Your Voice effort, launched in 2020. That work consisted of scores of town hall meetings across every district, along with thousands of surveys from members and lawmakers across the country.

Your Union, Your Voice

This year, the union launched a second round of Your Union, Your Voice meetings and surveys with the same goal – to learn what concerns were important to members and which candidates were committed to supporting workers on those key issues.

The 2022 Your Union, Your Voice results showed that many USW members' core concerns remained the same - retirement security, affordable health care, worker-friendly labor laws, and fair trade rules.

The feedback from the more than 150 town hall meetings echoed these feelings. Participants shared stories about how health care costs affected them, and how important it is to protect programs like Social Security, Medicare and Medicaid.

At other meetings, health care workers shared stories of what life has been like through the COVID-19 pandemic, with issues of understaffing and shortages of personal protective equipment. Still others expressed a hope for more union organizing, to address those and other workplace concerns. For more information about the results of the surveys and town halls, visit uswvoices.org.

"We appreciate every member who took the time to participate in the surveys and meetings in this edition of Your Union, Your Voice," said Brown. "The information we've gained, both in 2020 and this year, will help shape the work of our union and make us stronger for years to come."

Wins for Workers

The results of the USW's surveys and meetings showed that the Biden administration has, over its first two years, actively addressed union members' core issues. In addition to the \$1.2 trillion Infrastructure Investment and Jobs Act, the administration has taken a series of important steps to improve the lives of workers, retirees and families. In less than two years, the president:

- Signed the Inflation Reduction Act (IRA), which significantly reduces health care, prescription drug and energy costs, bolsters domestic supply chains, creates jobs through investments in American manufacturing, combats climate change, and

finally forces huge corporations and their wealthy owners to pay their fair share in taxes.

- Signed the CHIPS Act, which will boost supply chains for critical goods, help U.S. industries operate on a level playing field with overseas competitors, invest in American manufacturing and innovation, create jobs and strengthen national security.
- Signed the American Rescue Plan, which helped combat COVID-19, ushered in the biggest single year of job growth in the nation's history, and included the Butch Lewis Act, which saved the pensions of more than a million workers, including 100,000 USW members.
- Appointed officials to lead the Department of Labor and the National Labor Relations Board who are committed to standing up for workers instead of siding with greedy corporations.
- Created the Federal Task Force on Worker Organizing and Empowerment to promote union organizing and collective bargaining.
- Signed the PACT Act, addressing U.S. service members' exposure to burn pits and other toxins.

Building Momentum

Still, as Biden told USW members during Labor Day visits with workers in Wisconsin and Pennsylvania, there is much more to do. The president and his supporters in Congress are just getting started.

"This is a pretty critical election," Biden said. "I think we can come out of this stronger than before if we work together. There's not a single thing we can't do in America if we do it together."

Electing more pro-worker candidates this fall will help keep up the momentum, he said, allowing for the passage of more historic legislation, such as the Protecting the Right to Organize (PRO) Act, which will make it easier for workers to join unions and increase penalties against employers who try to block those efforts.

In order to achieve those changes, workers must head to the polls this fall

in huge numbers, said GOTV activist Michelle Blake of Local 13-434.

"It's easy to get discouraged and throw your hands up," she said. "To expect any change, you have to be a part of that change. We get to decide on the future of this country."



ELECTION DAY IS TUESDAY, NOV. 8.

Many states have early voting, mail-in voting, and other options for voters who can't make it to the polls in person. To make a plan to vote, and to learn about the core issues of importance to USW members, **VISIT USWVOICES.ORG.**



CONWAY ADDRESSES CONGRESSIONAL STEEL CAUCUS

International President Tom Conway joined steel industry executives in late summer to urge Congress to support the U.S. steel industry with measures including tariffs, improved enforcement of trade policies, Buy American rules, and legislative efforts to grow American manufacturing.

The nation has already taken strong steps in those directions through the \$1.2 trillion infrastructure law that President Joe Biden signed in November 2021, Conway said.

“We see immense possibility through increasing domestic iron and steel procurement,” he said. “The fundamentals of the domestic steel industry are strong because of cooperation between industry, government and labor.”

The Bipartisan Infrastructure Law is expected to add 40 million to 50 million tons of steel demand over the course of the next five years, thanks to strong Buy American provisions requiring that federally financed projects use American-made iron and steel.

Yet more work must be done, Conway said, to ensure a strong future for American steel, particularly in the area of fair trade. One example he cited was the Leveling the Playing Field Act 2.0, currently under consideration in

Congress, which would improve antidumping and countervailing duty laws and provide more support to workers whose jobs are displaced by unfairly traded imports.

“We cannot let our guard down on international trade,” Conway said. “We have slowed the bleeding using our trade actions, like Section 232 and antidumping orders, but we need to push for long-term solutions.”

Joining Conway in testifying were Lourenco Goncalves, president and CEO of Cleveland-Cliffs, and Richard Fruehauf, U.S. Steel vice president, both of whom echoed Conway’s call for fair trade remedies.

“It’s a global game that’s constantly moving,” Fruehauf said, specifically citing circumvention of existing tariffs by Chinese steelmakers. “Administrative agencies need tools, and they need to be constantly looking at new ways of enforcement, sharing of information from agencies and from industry.”

Goncalves urged members of the caucus to continue to shore up U.S. manufacturing to ensure robust supply chains for essential goods.

“Companies are finally considering making investments in domestic manufacturing facilities and growing good-

paying, U.S. jobs,” said Goncalves. “We have a unique opportunity to build the entire [electric vehicle] supply chain in the United States.”

U.S. ITC Testimony

In September, the USW offered testimony before the U.S. International Trade Commission (ITC) at two hearings in support of duties on imports of hot-rolled steel products and oil country tubular goods (OCTG).

Roy Houseman, USW legislative director, testified before the ITC in support of the continuation of antidumping and countervailing duties on hot-rolled steel from Australia, Brazil, Japan, Korea, the Netherlands, Russia, Turkey, and the United Kingdom.

The previous duty order, for which the USW successfully fought in 2016, came at a time when the U.S. industry was struggling to compete with illegal imports and USW members were losing their jobs, Houseman said.

As a result of the needed relief, Houseman said, U.S. producers were able to get back on their feet, and union members successfully bargained for better wages and working conditions.

“The industry has started to recover,” Houseman testified. “U.S. steel producers began investing in manufacturing hot-rolled steel and jobs started coming back.”

In order to maintain that momentum, duties on unfair imports must continue, the USW said. The ITC hearing on hot-rolled steel was part of the commission’s regular five-year sunset review process.

“Steel that is mined, melted, poured, and rolled in the United States is among the cleanest in the world,” Houseman told the commission. “Our workers are on the frontlines developing new technologies and processes to move the industry forward. These developments in the hot-rolled segment are critical to preserve the American steel supply chain.”

In addition to seeking to maintain the hot-rolled steel duties, the USW also provided testimony to the ITC as part of the commission’s investigation into imports of OCTG from Argentina, Mexico, Russia, and South Korea.

AUTOMAKER REINSTATES WORKERS UNDER USMCA RULE

Three dozen members of Los Mineros, a Mexican labor union with close ties to the USW, were reinstated to their jobs with full back pay in August after they were illegally terminated for engaging in protests against their employer, the automaker Teksid Hierro.

The agreement to reinstate the workers came after Los Mineros, along with the AFL-CIO and the United Auto Workers, filed a petition through the Rapid Response Mechanism of the U.S.-Mexico-Canada trade agreement (USMCA).

Among the reinstated workers was Mineros leader Imelda Jimenez, a past participant in the USW's Leadership-Scholarship Program.

The Rapid Response mechanism was one of several worker-friendly reforms that Democrats in Congress demanded when the NAFTA agreement was scrapped in 2018 and ultimately replaced with the USMCA. The new agreement took effect in 2020.

"This resolution is yet another example of the Biden-Harris Administration's commitment to defending the rights of workers," said U.S. Trade Representative Katherine Tai. "We are creating a more competitive North American economy where workers and unions can operate on a level playing field."



CORE STEEL DUTIES TO CONTINUE AFTER REVIEW

The U.S. International Trade Commission (ITC) and the Department of Commerce (DOC) decided in August to continue to impose duties on imports of corrosion-resistant steel products (CORE) from five countries after the agencies determined that lifting the measures would harm the U.S. steel industry and its workers.

As part of the regular five-year sunset review process, International President Tom Conway testified in May before the ITC expressing the USW's support for the continuation of the duties.

The duty orders apply to CORE steel imports from China, India, Italy, Korea, and Taiwan.

In his testimony this spring, Conway recalled that before the duties were imposed, the American steel industry was "on life support" as illegal imports from those nations flooded the U.S. market.

Antidumping duties target imports that are sold – or dumped – in the United States at below fair market value. Countervailing duties are intended to offset illegal subsidies that foreign governments provide to steel manufacturers.

GREEDFLATION

WEALTHY CEOS AND CORPORATIONS FORCING HIGHER COSTS ONTO WORKERS

While working families struggle to make ends meet and weather the storm of high inflation, CEOs of large corporations have had no trouble making record profits and pocketing the money.

Some of the country's largest companies shamelessly inflated prices for essential goods like food, gas and utilities, and pushed the blame for that inflation on unemployment rates and workers' demands for higher wages.

According to the AFL-CIO's annual CEO pay analysis, "Greedflation" is the real reason for the inflationary headache: CEOs are forcing

higher costs onto consumers while paying themselves record salaries.

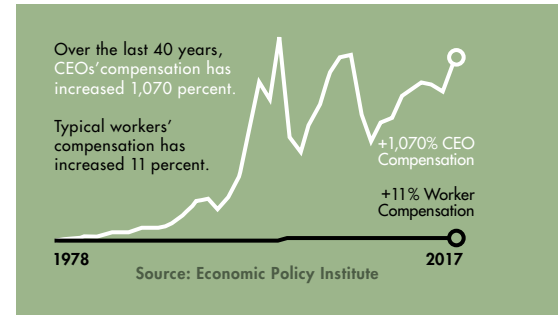
Corporate pay at S&P 500 companies increased 18.2 percent in 2021—far outpacing the 7.1 percent inflation rate—while workers' wages lagged behind the inflation rate by 2.4 percent.

The true driver of inflation is not working-class people demanding

livable wages, but the windfall profits, huge salaries, bonuses and stock options for top executives that have driven CEO-to-worker inequality even higher. Companies boosting prices created huge payouts for their top-ranking officers while allocating little for workers.

The "Greedflation" index shows the average S&P 500 CEO made a staggering 324 times more than the median employee at their company, a ratio that has risen significantly from pre-pandemic levels. Amazon churned out the highest CEO-to-worker pay ratio of 6,474 to 1, sending its new CEO Andy Jassy home with \$212.7 million in total compensation in 2021 while Amazon workers earned just \$32,855 on average.

"It's another version of 'more for them and less for us,'" Fred Redmond, former USW vice president and current AFL-CIO secretary-treasurer, said in July in a



speech on behalf of the labor federation.

"It comes at a time when working people's living standards have declined with every increase in the price of food, rent, and gas," Redmond said.

Workers across the country recognize the hypocrisy of these inflationary tactics and are organizing for a fair shake. Union approval is up to 71 percent, the highest rate since 1965, and organizing drives are happening across the country at major companies like Starbucks and Amazon.

Amazon is on track to make record profits this year after raising its prices for Prime memberships by 17 percent, while workers fight to gain a seat at the table.

Unions will continue to play a vital role in helping to level the playing field between CEOs and workers, Redmond said.

"We need to raise wages to help working people cope with rising prices," he said, "not make working people poorer by causing a recession."



USW LEADERS FOCUS ON TECHNOLOGY

Organizing, Collective Bargaining Essential as Workers Adapt to Automation

Robotics, artificial intelligence and virtual reality are a part of USW workplaces and training centers, now and in the future, and union members must learn how to adapt and co-exist with those and other emerging technologies to ensure that workers aren't left behind.

Learning how to face that issue head-on was a major reason why International President Tom Conway invited representatives of Pittsburgh's ARM (Advanced Robotics for Manufacturing) Institute to take part in the past two meetings of the USW International Executive Board.

"None of this is going away. We have to learn about this," Conway said. "This is the future of manufacturing."

That future was on full display on Sept. 26, when Conway and his fellow USW officers and directors made a daylong visit to the ARM Institute headquarters at Mill 19, a technology hub built on the site of the former Jones & Laughlin steel-making operation along the Monongahela River in Pittsburgh.

Future Focus

Created in 2017 through Carnegie Mellon University and funded through the U.S. Defense Department, the nonprofit institute counts dozens of small and startup companies as partners, as well as foundations, other nonprofits,

and the AFL-CIO. The goal of the ARM Institute is to bolster U.S. manufacturing through innovation and, in turn, to help workers adjust and prepare for those changes.

Automation has long been part of manufacturing workplaces, and the introduction of such technology has often posed challenges as union workers are forced to adjust to change faster than anticipated. In order to address that problem, leaders must recognize changes early on and manage them astutely so that they don't threaten the jobs, safety and livelihoods of workers, said Lisa Masciantonio, the ARM institute's chief workforce officer.

That means training existing workers and recruiting new workers, while coordinating with unions, manufacturers, universities, government and nonprofit entities to ensure that all of those groups keep pace and coordinate their efforts as advancements are made, she said.

"It's moving as fast as lighting," Masciantonio said. "That's why we're doing this. We want to make sure we're doing it in a well-thought-out, meaningful way for workers."

“None of this is going away. We have to learn about this. This is the future of manufacturing.”

International President, Tom Conway



Roxanne Brown,
International
Vice President

Working with USW

In an effort toward that goal, Masciantonio and her ARM Institute colleagues facilitated discussions and workshops for USW leaders at the institute in September, which followed a similar session with the USW leadership team prior to the union's convention this August in Las Vegas.

"We want to confront these challenges to learn what we can do together," she said.

Without increasing the use of new technologies such as robotics, the United States is in danger of falling behind other nations in its manufacturing capabilities, a problem that could disrupt supply chains and threaten economic and national security, Masciantonio said.

The ARM Institute is part of a national network of 16 federally funded sites designed to advance American manufacturing, and the only one in the network that currently has a direct connection to the labor movement through its link to the AFL-CIO. That's why, Conway said, it is a natural partner with the USW as the union learns to confront the challenges of technology in its workplaces and at its bargaining tables.

Working with employers in bargaining is a key element to ensuring that

workers don't suffer as a result of the introduction of new technology, said Canadian National Director Marty Warren.

"Too many people look at the end game when jobs are already gone," Warren said. "There's work to be done at the bargaining table in the coming years to make sure we're ready."



CHARTING HIS OWN COURSE

Ohio Steelworker, Golf Course Founder Dedicated His Life to Opening Doors

William Powell came home from his military service in Europe after World War II, went back to work at Timken Co., an eastern Ohio steelmaker, and looked forward to revisiting the game of golf, a sport he'd been passionate about since he was a child.

What Powell discovered was that, unlike the courses he visited in Scotland and England while on military leave, most golf courses in the United States were segregated, and African Americans like him were regularly turned away.

"My dad always felt that segregation was, of course, despicable," said Powell's daughter, Renee Powell. "He felt that everyone should have an opportunity to play the game that he fell in love with."

That belief, along with his love of the game, led the elder Powell to make history in 1946, when – while holding down his full-time job at the steel mill – he became the first African American to design, build, own and operate a golf course in the United States.

The first nine holes at Powell's course, Clearview Golf Club, opened in 1948, on grass that Powell planted himself on 78 acres that had previously been a dairy farm.

"It's still hard for me to comprehend," Renee Powell said of the legacy that her father left behind. "And I see it every day."

That Powell was able to build and own his own course – and, in doing so, make the game of golf accessible to a much wider community – is a uniquely American story that should be widely celebrated, said District 1 Director Donnie Blatt.

"William Powell was a trailblazer in the truest sense," Blatt said. "And all Steelworkers and Ohioans should be proud to call him our brother."

Planting the Seeds

In 1946, William Powell was working the 3 to 11 p.m. shift at the Timken Co. steel mill, a schedule that left his mornings open to do the work that it took to bring his vision to life. With help from his wife, Marcella, he walked the hills and fields of what would become Clearview Golf Club, planting grass, clearing debris, and imagining what the future would hold.

"My dad did everything," Renee Powell said. "He was very determined. He built the course out of necessity."

It was a necessity born from a deep love of the game of golf, one that began when Powell was just 9 years old.

"He became so fascinated," Renee Powell said. "He just fell in love with the game."

William Powell was largely self-taught, first playing just for fun and then learning the intricacies of the sports while working as a caddie. He started a golf team at his high school and eventually went onto be the captain, manager, and de facto coach of that team, while also starring on the unbeaten and unscored upon Minerva High School football team.

After graduation, Powell founded and captained the golf team at Wilberforce University outside of Columbus, where, in 1937, he took part in the first golf match between a predominantly black and a predominantly white university, when Wilberforce faced off against Ohio Northern. Powell helped lead Wilberforce to victory.

Sixty-five years later, at age 85, he was there to hit a ceremonial tee shot when the two schools held a rematch of that historic contest, this time at Clearview Golf Course.

Birth of the USW

At the same time that William Powell was organizing the golf team at

Wilberforce, a young man named I.W. Abel was organizing workers – through the Steel Workers Organizing Committee (SWOC) – at Timken, the region's largest employer. Powell would soon land a job there, and Abel, a native of nearby Magnolia, Ohio, would soon become president of Local 1123 at Timken and, later on, serve for 12 years as the USW's international president.

By the time Powell's college years were over, World War II was raging, and before long he was on his way to England. There, he would be in charge of a trucking unit that transported Allied troops to their disembarkation points in preparation for the D-Day invasion of German-occupied France in June 1944.

During their service, Powell and many other African American soldiers were exposed for the first time to a world where Jim Crow laws didn't exist and where they could do simple things like eat lunch, ride buses – and play golf – alongside their white peers.

When he returned to the United States a war hero, Powell thought that he might be treated differently than he had been before the war, that the experience of fighting fascism abroad may have led white America to reexamine its racist ways at home. But he was wrong.

Powell was no longer welcome on the same golf courses where he had played as a student athlete and, unlike his white peers, he was denied the chance at a GI Bill loan that would have helped him to purchase property like the farm that eventually became home to the Clearview course.

One Man's Dream

In 1946, white mobs were still regularly lynching Black Americans. Jackie Robinson's debut in Major League Baseball was still a year away. Golf was, in almost every respect, an exclusively white man's sport. But William



Photo by John Stewart

“William Powell was a trailblazer in the truest sense and all Steelworkers and Ohioans should be proud to call him our brother.”

District 1 Director, Donnie Blatt
Photos courtesy of Powell Family.

Powell was determined to realize his dream, no matter what it took.

“He was going to find a way to make a difference, to make a change,” Renee Powell said.

Turned away by bank after bank when he sought a loan, Powell enlisted the help of two Black doctors in town who were family friends. With their backing and that of his brother, the group was able to piece together the money Powell needed to purchase the property where Clearview now sits.

Once he had the land, Powell then set about the work of designing, building and maintaining his creation – a golf course that would be open to everyone and allow all people – young and old, male and female, rich and poor, white and black, to play the game of golf.

“He had a vision of being inclusive in the sport that he loved,” said Renee Powell.

A Family Legacy

Born in 1946, just as her family’s course was taking shape, Renee Powell was swinging a shortened-up golf club by the time she was 3. Her father taught her the game at Clearview, and she went on to become only the second Black woman to play on the Ladies Professional Golf Association (LPGA) Tour, competing from 1967 to 1980.

In Clearview’s early years, racists would sometimes shout epithets at players, vandalize the course, or steal flag sticks. In her time on the women’s golf tour, Renee Powell likewise received threatening letters and phone calls, but she persevered, ultimately competing in more than 250 tournaments. While serving as the first Head Professional in the United Kingdom and a PGA of Great Britain member, she became the first woman in the country to compete from the men’s tees in a professional event.

In 1971, she participated in a USO

tour that included meeting with American troops at the height of the Vietnam War. That experience, along with her father’s heroic service in World War II, led Renee Powell to begin working with and raising money to help veterans, particularly women suffering from post-traumatic stress disorder.

“Veterans have given so much to us,” she said. “And we’re happy to be able to give back to them.”

To further that work, she founded Clearview HOPE, a recreational, therapeutic golf program for women veterans. It remains the only year-round women’s veterans rehabilitation golf unit of its kind. The free program provides participants with six weeks of lessons and with continuous instruction and play each Friday during the golf season. In the winter, players participate in indoor clinics, service projects and social events.

To raise money for Clearview HOPE, and to maintain and strengthen her family’s longtime connection to the Steelworkers, Powell’s Clearview course plays host each summer to the USW District 1 Women of Steel golf scramble and fundraiser, which typically includes several dozen members from local unions in the district.

“What a blessing that is,” Powell said of the USW’s commitment to supporting the Clearview HOPE program.

The Work Goes On

Although he died in 2009, William Powell’s spirit lives on in the work of his children, who are dedicated to preserving his legacy.

In 1978, Clearview expanded to a full 18 holes on 130 acres. In 1995, Renee Powell took over as the PGA head professional there, and her brother, Larry, is a tireless caretaker for the historic property and a lifetime member of the Golf Course Superintendents Association.

“Without my brother Larry, my dad

wouldn’t have been able to keep the golf course going,” Renee Powell said.

As a second-generation pioneer and ambassador for the game, Powell has received innumerable honors from the world of golf. In 2019, she became the first at-large member of the PGA of America board of directors. She and her father are both inductees into the National Black Golf Hall of Fame, and are the only father-daughter duo inducted into the PGA of America Hall of Fame.

In 2008, she received an honorary degree from the University of St. Andrews in Scotland, and in 2015 was one of seven female members inducted into the Royal and Ancient Golf Club of St. Andrews, considered the birthplace of golf. Three years later, the 600-year-old university named its newest student residence building Powell Hall.

“It’s really an honor for my entire family,” Renee Powell said.

Today, while there are at least 13 black-owned or operated golf courses in the United States, Clearview, where William Powell left his indelible mark, still stands out as the first. In 2001, it was placed on the National Register of Historic Places.

Earlier this year, the town of Minerva, Ohio, announced plans to erect a bronze statue of William Powell, its most famous son. And, in March, the Powell family announced plans to build a new education and conference center on the Clearview property.

Through her continued work with the PGA of America, her efforts on behalf of veterans, and through the Clearview Legacy Foundation, a nonprofit established in 2001, Renee Powell strives to preserve her family’s legacy.

“It’s given me opportunities to help so many other people,” Powell said. “And it’s all because of what my dad did here in East Canton.”

UKRAINIAN STEELWORKERS THANK USW FOR SUPPORT

When Russia invaded Ukraine in February 2022, Steelworkers quickly answered the call when workers there asked for help.

So far, the USW has donated more than \$75,000, and those funds have helped provide necessities for union members and their families as they continue to hunker down and fight off Russian attacks.

One of those workers wrote to the USW to thank members for their generosity.

“We are incredibly grateful to United Steelworkers for such significant help,” wrote Natalya Marynyuk, head of the primary organization of the Trade Union of the Metalworkers and Miners of Ukraine at ArcelorMittal Kryvyi Rih. “We have already bought 100 sleeping bags, which are essential for trade union members who sleep in trenches and

bomb shelters.”

In addition to the funds the USW provided through the global federation IndustriALL, USW locals and individual members have also sent help to their fellow union members in Ukraine.

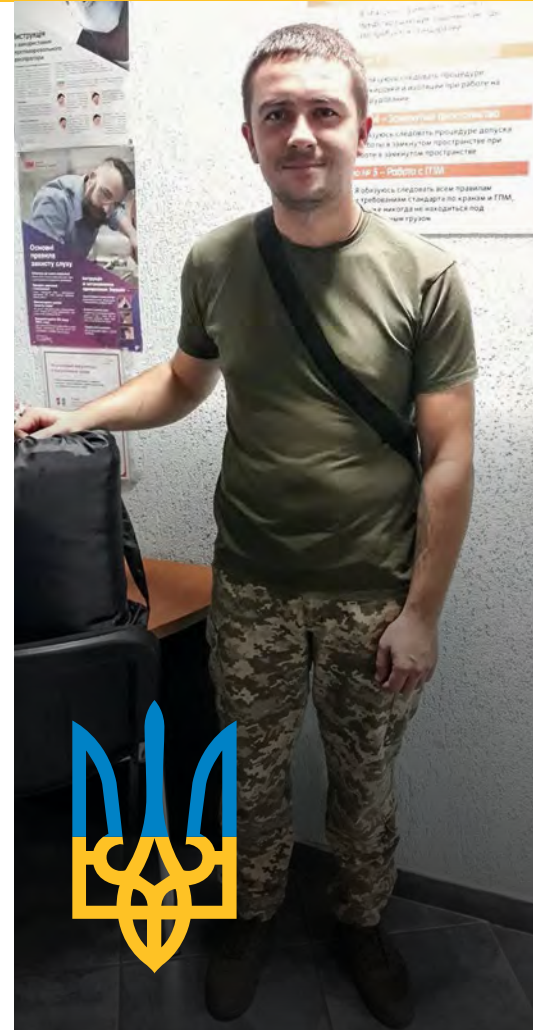
“Thanks to you, we now have the opportunity to buy first-aid kits, heaters and thermal underwear for our trade union members who are fighting for the independence of Ukraine and protecting Ukrainians from Russian aggression,” Marynyuk wrote. “From the bottom of my heart, I thank you for your sympathy for the Ukrainian people and for your solidarity and support at such a difficult time for us.”

As this war drags on, the USW will continue to stand in global solidarity with Ukrainian workers, and they and their families will

still need help.

To make the process easier, the USW set up a designated account at the headquarters to collect donations to send to workers in Ukraine. The international will provide additional funds, and encourages members and locals to give generously. Locals that would like to take up collections or make contributions from your treasuries can make checks payable to the “United Steelworkers” and reference “Ukraine Aid” on the memo line of the check. Please send donations to the attention of John Shinn, International Secretary-Treasurer, United Steelworkers, 60 Boulevard of the Allies, Pittsburgh, PA 15222.

Online donations can be sent via usw.org/donate - write “Ukraine Aid” in the designated field before submitting your online form.



WORKERS AT DIVERSIFIED GAS AND OIL VOTE TO JOIN USW

Workers at the Diversified Gas and Oil facility in Buckhannon, W. Va., voted by more than a 2-1 margin this fall to join the USW.

USW District 8 Director Larry Ray said the roughly 70 workers sought a union vote so they could gain a seat at the table when it comes to wages and working conditions, including workplace health and safety.

“Workers at Diversified are an essential part of helping our nation meet its energy needs,” Ray said. “We are happy to welcome them into our union family so they can begin negotiating the fair contract they deserve.”

Ray praised workers for persevering in their efforts to organize a union at their facility despite the company’s interference.

“It’s unfortunate that the USW was forced to file objections regarding management’s conduct during the first vote earlier this year,” he said. “But workers remained committed to exercising their right to a free and fair union election – and ultimately they were successful.”

NORTH DAKOTA BOBCAT WORKERS VOTE TO JOIN USW

Workers at the Bobcat manufacturing facility in Bismarck, N.D., voted in September to become the newest members of the USW.

USW District 11 Director Emil Ramirez said the 700 workers at the plant knew that a strong union would provide them with a voice on the job that they could use to achieve fair wages, benefits and working conditions.

“As employers continue to urge more and faster production, it is absolutely essential for workers to have a say on issues that could impact their occupational health and safety,” Ramirez said. “Fair pay and ben-

efits will help retain loyal, experienced workers, and ensuring adequate staffing numbers will keep the plant running as safely and efficiently as possible.”

The members will now begin the process of negotiating a first contract with the company.

“Bobcat workers deserve a fair union contract that provides fair pay and promotes a healthy work-life balance with limits on mandatory overtime and provisions for paid-time-off,” said Bobcat employee Jacob Klein. “We are proud to join the United Steelworkers and look forward to the next step of the process - working together to negotiate a fair first collective bargaining agreement.”

USW AGREEMENT AVERTS STRIKE AT BAE SYSTEMS

Local 7687 reached agreement on Aug. 31 on a five-year contract with BAE Systems covering roughly 800 workers in the company's York, Pa., facility. As a result, the local withdrew notice of its intent to hold an unfair labor practice strike, which was set to begin the day the local and the company reached the new agreement.

USW District 10 Director Bernie Hall credited the workers' commit-

ment and solidarity for reaching the agreement and averting an unfair labor practice strike.

"After working through the pandemic making armament for the military without disruption, USW members at BAE understood what was at stake in these negotiations," Hall said. "They earned a contract that reflects their vital role in helping safeguard our national security and in contributing to the com-

pany's success."

The proposed agreement increases wages, strengthens retirement security and improves access to paid vacation time.

"It's unfortunate that management forced its dedicated workers to the brink of a work stoppage before achieving this deal," said USW Local 7687 President Brad Frey, "but USW members proved that by working together, we can overcome any challenge."

CLINIC WORKERS GAIN SOLID WAGE INCREASES

Members of Local 9460 who work across five Essentia Health regional clinics in Minnesota and Wisconsin ratified their latest collective bargaining agreements in September, securing solid pay increases and improvements to the overall wage scale.

The bargaining committee, which consists of the five unit presidents as well as several other members for the bigger units, began meeting at the table with their employer in May. They were able to increase wages for all workers in multiple ways, such as simplifying the wage scale grid so that employees don't have to wait as long to get a pay increase.

"Many of these increases were long overdue, but they still add up," said Local 9460 President Deanna Hughes.

The contracts cover 122 health care workers, including registered nurses (RNs), radiology technicians, patient access representatives, and others.

Although these units are small, they used that to their advantage. Two of the locations previously had evening wage differentials, and the group rallied to make sure members at the remaining three clinics will also receive the same.

Phlebotomists and lab technicians will also now be eligible for wage increases by completing specific training programs. Those who do will receive an extra \$1 an hour. The bargaining committee also obtained clear and concise language to file grievances when members feel that they have not received adequate training around new technology, system updates, and policies/procedures.

The spread-out local stayed connected throughout their summer of bargaining by organizing sticker days, hanging posters on the clinics' bulletin boards, and posting signs in their car windows reading "Essential Workers Deserve a Fair Contract."

UNION MEMBERS RATIFY CONTRACT AT PINTO VALLEY MINE

Members of the USW, along with workers from five other international unions, voted overwhelmingly in August to ratify a new contract covering about 420 workers at the Pinto Valley Mine in Miami, Ariz.

The mine, owned by Capstone Copper, employs about 170 members of USW Local 915, as well as members of the Teamsters, Operating Engineers, IBEW, Boilermakers and the UA. The six unions, led by the USW, negotiate agreements jointly with the company.

The new four-year contract provides average wage increases of 18 percent, a lump-sum signing bonus, a reduction in members' health-care costs, improved retirement benefits, an increase in paid sick time, and the addition of vision coverage, along with other improvements to contract language.

The Pinto Valley Mine, located about 75 miles east of Phoenix, is one of the largest employers in the area.

USW District 12 Director Gaylan Prescott, whose office represents thousands of USW members in Arizona and 10 other western U.S. states, said that the agreement is an example of the strength workers can have when they stand together.

"The will of these mine workers, using their collective voices, resulted in increased wages, improved benefits and dignity in their workplace," Prescott said. "These workers, their families, and the communities in which they live will all benefit because of what this group was able to accomplish as a result of their unity and solidarity."



NEWS BRIEFS

REPORT DOCUMENTS GITI TIRE'S MISTREATMENT OF WORKERS

A new report by a Clinton College professor exposes Giti Tire's unjust and discriminatory treatment of workers who are striving to join the USW and gain a voice at the company's Richburg, S.C., plant.

Dr. Lafarah Frazier, director of the Wellness and Community Health Institute at the historically black college in Rock Hill, S.C., documented poor wages, excessive forced overtime, unsafe conditions, and racial and gender discrimination, among other exploitation. Her findings shed new light on the rampant injustices that prompted workers to launch an organizing drive with the USW.

"I produced this report detailing the abuses experienced by Giti plant workers because far too often, such incidents of inequality and injustice in the workplace go unheard by the public," Frazier said in presenting her findings to Chester County Council, which provides Giti with huge tax breaks for the Richburg facility.

"It's an especially serious problem in communities where vulnerable groups are historically marginalized and exploited for their labor," she added, noting that workers in Chester County "earn a quarter less than the average South Carolinian."

Frazier's report followed a hearing, held in June, at which Clinton College and the Catawba Area Worker Rights' Board took testimony from mistreated tire workers. Frazier urged the workers to continue their organizing drive with the USW.

MUSEUM WORKERS RALLY FOR LIVING WAGES

Two years after they voted to become USW members, workers at four Carnegie Museums in western Pennsylvania are stepping up their fight for a fair contract that includes living wages.

Several dozen workers held a rally in September outside Pittsburgh's Carnegie Museum of Arts during the opening party for the Carnegie International, an annual art exhibition.

Ohad Cadji said he was one of many museum workers who have to work multiple jobs to make ends meet.

"I think everyone at bare minimum

should be able to live in a comfortable place and be able to see a doctor or dentist, get their needs taken care of," he said. "There's a lot of energy amongst our employees."

Sixty percent of the more than 500 workers at the four museums make less than \$15 per hour, and many do not receive benefits like health insurance, vacation or paid holidays.

"We love working at these museums. We wouldn't do it otherwise," said museum worker Jenise Brown. "We love our work, we love the museums, but it's really difficult to be able to pay all of our bills and make ends meet."

MEMBERS AT GEORGIA-PACIFIC MILLS REACH TENTATIVE AGREEMENT

The negotiating committee representing members of 22 local unions who work at the 13 mills in the Georgia-Pacific Mill Union Council reached a tentative agreement in September for a new master contract.

The USW Locals included in the agreement are 8-1013, 888, 941, 400, 1703, 1864, 9-1865, 369, 1192, 2-213, 1146, 1234, 371, 1369, 966, 9-950, 9-952, 9-33, 387, 1097, 335 and 1334.

Their workplaces are the following Georgia-Pacific mill locations: Brewton, Ala.; Naheola, Ala.; Crossett, Ark.; Foley, Fla.; Palatka, Fla.; Brunswick, Ga.; Cedar Springs, Ga.; Zachary, La.; Monticello, Miss.; Plattsburgh, N.Y.; Halsey, Ore.; Wauna, Ore.; and Big Island, Va.

The agreement eliminates the two-tier wage scale and other inequity issues such as 50 percent pay on job set-ups, and vacation and holiday differences. The council also achieved an industry-standard general wage increase in each year of the local agreements that were significantly higher than those of previous master agreements. The new agreement preserves affordable health care benefits and makes improvements to retirement security and contract language.

The general wage increases, pension improvements and other economic gains will apply to members at the Georgia-Pacific mill in Green Bay, Wis., which is slated to close in September 2023.

Ratification votes were scheduled to take place as *USW@Work* went to press.





BUTTIGIEG CELEBRATES CLIFFS' CARBON-REDUCTION EFFORTS

USW members from District 1 joined U.S. Transportation Secretary Pete Buttigieg and other Biden administration officials in Toledo, Ohio, on Sept. 15 for a visit to the Cleveland-Cliffs direct reduction steel facility, which was completed in 2020.

The natural-gas-based plant produces hot-briquetted iron, a lower-carbon, lower-cost feedstock used in steelmaking. The initiative is intended to allow Cleveland-Cliffs to reduce its carbon footprint while continuing to provide good union jobs and to produce high-quality steel.

Buttigieg said the plant fits perfectly with the administration's "Buy Clean" initiative.

"It's good for union jobs, good for the environment, and good for taxpayers," the transportation secretary said. "It's exciting to see how new industrial processes are creating great jobs and helping with America's fight against climate change."

Scott Paul, president of the Alliance for American Manufacturing, said the "Buy Clean" program is an opportunity to grow the nation's manufacturing base with good jobs while ensuring a cleaner, safer environment.

"We can turn our climate challenges into new opportunities and build a green economy that is truly Made in America," Paul said.

FUNDING FOR NUCLEAR PROJECTS A HIGHLIGHT OF AEWG MEETING

USW International Vice President Roxanne Brown set the tone for the Atomic Energy Workers Council (AEWC) meeting in September when she urged members to think strategically about ways to use the infusion of funds from the Inflation Reduction Act and the bipartisan infrastructure bill to create density in the sector.

The new legislation presents opportunities for atomic workers to play a critical role in achieving a net-zero carbon future, Brown said.

She provided AEWG council members with an in-depth look at the numerous funding sources available for nuclear projects and emphasized the unprecedented opportunities the USW can harness amidst climate-driven energy goals.

The Inflation Reduction Act, passed last month, includes a series of tax incentives to help deploy advanced nuclear technologies, including small modular reactors, which have the potential to generate safe, clean and cost-effective energy.

"This is the first time U.S. tax policy will be used to deploy nuclear technology – it's never been done at this scale before," said Brown to the council. "This is a huge potential opportunity for this sector if it's done right, and if industries and companies actually decide to invest in what's possible in terms of these pots of money."



MEMBERS RATIFY NEW AGREEMENT AT KIMBERLY-CLARK

Members of Local 1575 and Local 1421 at Kimberly-Clark's Mobile, Ala., retail and consumer tissue mill ratified a new agreement in July after twice rejecting extension offers.

With about 500 members between the production and maintenance locals, the units had turnout for the ratification votes of 75 percent, a total that reflected the members' unity throughout the bargaining process.

The agreement includes significant raises, as well as increases in safety allowances such as shoes, glasses and other personal protective equipment, additional vacation time for new hires, improved flat dollar short- and long-term disability benefits, and new parental leave language.

Local 1575 President Kevin Averett said another victory for USW members was the addition of transfer language

that includes a payment if workers are not transferred within a certain time period.

"The bargaining committee put in a lot of hard work. Once we received the company's counters and proposals, we got right to work," Averett said. "In the end, we achieved the biggest wage increases in the mill's history. The membership was unified throughout the process."

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



President Biden Celebrates Labor Day With USW Members

President Joe Biden joined hundreds of USW members for a Labor Day picnic at the Local 2227 hall in West Mifflin, Pa.

During the visit, the president touted his administration's victories and promised to continue fighting for "the dignity of American workers."

Biden thanked members for supporting his infrastructure plan, which has already begun creating good jobs. In addition, the administration saved pensions for thousands of retirees and enacted reforms to reduce health care costs, support manufacturing, reduce inflation and expand supply chains.

The president promised that his efforts to support workers have just begun.

"Wall Street didn't build America. The middle class built America, and unions built the middle class," Biden said. "You are the best-trained, most skilled workers in the world."

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