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## Local 307L Recognized for PAC Activism

**At each convention, we recognize locals and districts that have excelled in their efforts to support the USW PAC.**

This year, Local 307L from Goodyear in Topeka, Kansas, won two awards.

Their first was for raising the most money overall and the second for having the highest per-member average contribution for a large local.

We thank all of the local unions and members who are making their voices heard by contributing to the USW PAC.

For more information about participating in the USW PAC, contact your local union or USW District 11.

## Let's Hear from YOU!

USW@Work is published four times a year and we need the submissions for the Winter 2023 issue by January 10, 2023. Please submit them to **[D11news@usw.org](mailto:D11news@usw.org)**.

Also include a telephone number or active e-mail address in case we need additional information. We will try to include all submissions and we reserve the right to edit information in order to fit the allocated space.

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# USW REPORTER



## USW Welcomes Bobcat Workers

In late September, workers at Bobcat's Bismarck, N.D., manufacturing facility voted in favor of union representation in a secret ballot election overseen by the National Labor Relations Board (NLRB). The 700 Bobcat employees in Bismarck recognize that a strong union provides everyone with a voice on the job and empowers individual employees, who became closer as a group while organizing, to speak up.

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. Fair pay and benefits will help retain loyal,

experienced workers, and ensuring adequate staffing numbers will keep the plant running as safely and efficiently as possible.

The organizing campaign was successful because members at the sister Bobcat plant located in Gwinner, N.D., where workers are represented by USW Local 560, stepped up and volunteered many hours in helping with this campaign. Driving the three hours each weekend to engage in conversation with the employees in Bismarck made a big difference in this being a successful campaign.

"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."

The USW will next reach out to Bobcat management to schedule dates for negotiations.

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*Let us continue to organize more of the unorganized workers in the U.S., and hopefully our ranks of new members will continue to grow. If you have an interest in helping with organizing, please contact the District 11 office.*



Pictured from left to right: Wes Rojas, LU 560 member; Matt "Stretch" Cawley, casual organizing; Teiya Hangsleben, LU 560 member; Jason Crosby, international organizer; Carlos Arocho, casual organizing; Jason Hendrick, international organizer; Tom Ricker, international staff representative; and Derrick Anderson, LU 560 member.





At the recently concluded 2022 USW Constitutional Convention, a resolution was passed that requires each local union to form a Veterans of Steel committee.

I want to thank all of our veterans for their past service to our country. The following letter was sent to each local union in District 11 last month.

If you are a veteran, I hope that you will become an active member of the Veterans of Steel committee in your local union.



**RE: Mandatory Veterans of Steel Committee All USW Locals**

Dear Local Union President:

We hope this letter finds you well. As you may or may not know, for the last several years our union has been in the process of building our newest committee—the Veterans of Steel. Our members who have stepped up to serve, in both the United States and Canada, deserve respect and deserve recognition. We are proud to work alongside them, and we honor the sacrifices they have made in the name of freedom.

At the 2022 Constitutional Convention in Las Vegas, a resolution was brought to the floor to make a standing **Veterans of Steel** committee mandatory for all USW local unions. There was much debate, with some saying not enough has been done, and that this group is not ready to be a committee on the level of the Women of Steel or Health and Safety. Many veterans stepped up to speak in support of the resolution, and it ultimately passed.

Now, in the words of President Conway speaking to supporters: “We have to do more than make a few dog tags and T-shirts. You have to get to work.”

That is exactly what we will do. We will get to work. Our first step is roll call. We need to identify all our veterans in the district.

Enclosed are several sign-up sheets to be posted, allowing veterans in your local to sign up and give their contact information if they want to get involved.

We ask you to please do your best in helping get all our Veterans identified. Distribute these sign-up sheets in breakrooms, have them available at local union meetings, and make sure shop stewards are available to help people sign up.

Please try to complete this first step and return the sign-up sheets to the District office in Minneapolis at the address below by December 18, 2022.

## USW Local 105 Women of Steel Give Back to Community

Although the pandemic has certainly held us back from doing all the normal events we have done in the past, our sisters at USW Local 105, with a desire to help people who are less fortunate, went above and beyond in the month of August.

USW Local 105 Vice President Amber Hartford said that the Women of Steel reserved funds that could be used to purchase food, feminine products and toiletries.

With limited storage space at the union hall, they reached out to area shelters, non-profits and other organizations to donate our purchases.

We are proud to report that our donations will benefit Winnie’s Place, Victory Center, Kinna’s House of Love and QC Mission.





## Annual Charley Richardson Fall Educational Institute

This year, 91 local union officers, committee members and activists from Minnesota, Montana, North Dakota, South Dakota and Wyoming, along with twenty instructors and presenters attended and participated in the 13th Annual Charley Richardson Fall Educational Institute at Rutgers Bay Lake Lodge in Deerwood, Minn., from Sept. 19-23, 2022.



The institute consists of courses designed to build skills and educate USW officers and activists over a four-year period. The general session topics covered presentations about USW programs which support our members and their families.

First-year courses included USW and labor history, basic contract administration and grievance handling, communications and public speaking.

Second-year participants took classes that covered mobilizing around safety and health to build local unions, confronting workplace change, effective communications and continuous bargaining.

Third-year courses featured the USW Constitution and Local Union By-laws, the duties of local union officers, FMLA/NLRB information, civil and human rights, and research methods for bargaining.

Fourth-year students focused on the arbitration process, and they studied, trained and presented an actual case. The students presented their case in a mock hearing with their instructor in front of all students during the Friday closing session.

The participation from the locals this year was wonderful, and we are looking forward to next year. Watch for the call letter and registration form, which will be mailed to your local union president and recording secretary in May of 2023.

## 2022 Rapid Response *Freedom of the Fight Award*

**USW Local 9460 based in Duluth, Minnesota, earned the 2022 Rapid Response "Freedom of the Fight" award, and was presented with it at the Constitutional Convention in Las Vegas.**

They are a large health care local with many units throughout northern Minnesota as well as in Superior Wisconsin.

USW Local 9460 Vice President and Rapid Response Coordinator Tuan Vu and President Deanna Hughes have done an amazing job of getting USW members involved.

They are helping to educate the membership about the importance of



legislative policy and how our union's activism on these issues can make a difference in our workplaces and communities.

Thanks to the members and leaders of Local 9460 for their work on behalf of our union and for inspiring others to action.