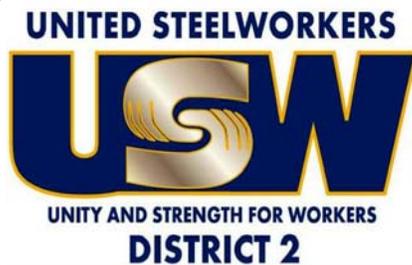




MICHAEL H. BOLTON, DIRECTOR



NEWS

JULY 2019 • VOLUME 9, ISSUE 7, PAGE 1

Republicans have Enacted Laws Over the Past 10 Years to Weaken our Union and to Erode our Voice at the Bargaining Table

A Message from Michael Bolton



On behalf of our USW District 2 servicing and support staff and our local union officers and members, I would like to take this opportunity to wish USW International President Leo Gerard, Secretary-Treasurer Stan Johnson, Vice President and

District 2 member/former District Director Jon Geenen, and Vice President Carol Landry a very happy and healthy retirement. We would also like to thank each of them for their years of service to our Union and its members throughout the United States and Canada. The past several years have been very challenging and their leadership has helped prepare a solid foundation for a future of success. We thank each of them.

I would also like to wish the best to the new group of officers who were sworn in this month to take their places. I want them to know that all of us in District 2 are pulling for their success. After all, we are in this together. When they win, we win. The new leadership team is: International President - Tom Conway, Secretary-Treasurer - John Shinn, and Vice Presidents - Dave McCall, Roxanne Brown and Leeann Foster. Good luck to all of them.

Last month we talked about NAFTA 2.0, President Trump's effort to renegotiate the North American Free Trade Act (NAFTA). While we recognized the new proposed agreement was an improvement over the first trade pact, we also warned the President that in its current form, the proposal just is not ready for Congress to act upon. Our biggest concern is the agreement has no real enforcement mechanisms when it comes to labor, environmental or human rights standards violations. As we said last month, that's like ratifying a contract without a grievance procedure. Since then, Congressional Democrats have been bargaining with the President and the U.S. Trade Representative. Progress is being made. However, it still is not ready for a vote. Some in the administration are hinting that a bill could be dropped in Congress as soon as this month. We are urging the President to hold off. We lived with the terrible consequences of the job-killing NAFTA

agreement for 25 years and this may be our last chance to get it right. Let's not race into something just for the sake of meeting a self-imposed deadline. Please call your U.S. Representative and ask them to oppose the current United States, Mexico and Canada Free Trade Agreement. Let's get this one right!

As the 2020 race for President heats up, the Trump administration has sent a new reminder to union members that it really does matter which party we vote for. This reminder comes from a union-busting decision issued by the Trump National Labor Relations Board (NLRB). In a July 3 ruling, the NLRB announced that 90 days prior to the expiration of a labor agreement with its employees, the employer can announce it thinks the majority of its employees no longer support Union membership. Based upon that belief, the boss can then withdraw recognition of the bargaining unit. After that announced withdrawal, the Union has 45 days to hold an election to prove it still has the support of a majority of the workers.

Prior to the July ruling, employers could make the same claim and withdraw interest. However, the burden of proof was on them. Also, if it was found that the Union maintained a majority status, the employer faced an Unfair Labor Practice (ULP) charge. The threat of a charge was a deterrent to prevent employers from initiating frivolous claims and it has worked.

Not anymore! This decision joins a long list of legislation and administrative actions Republicans have enacted over the past 10 years to weaken our Union and to erode our voice at the bargaining table. While I am certain that we would prevail in any action that questions our majority status, this is just another drain on our energy and resources. Let's face it. Negotiating a new contract is costly. Lost time for the bargaining committee is a big expense. Then there is the emotional drain of going through actual contract talks. We all know the tension caused by rumors and the innuendo of closed door bargaining.

Now on top of the usual anxiety, add the stress and expense of initiating an internal organizing drive right in the middle of contract talks. Of course that is its intent when the employer makes the minority status claim.

— Continued on Page 2 —

DISTRICT 2 CONTACT INFORMATION

USW District 2 Office

1244A Midway Road
Menasha, WI 54952
(920) 722-7630

Northern WI & MI Sub-District Office

1244A Midway Road
Menasha, WI 54952
(920) 722-7630

Southern WI Sub-District Office

1126 South 70th Street
Suite N509A
West Allis, WI 53214
(414) 475-4560

Northern MI Sub-District Office

503 North Euclid Avenue
Suite #10 - Euclid Plaza
Bay City, MI 48706
(989) 667-0660

Southern MI Sub-District Office

20600 Eureka Road, Suite 300
Taylor, MI 48180
(734) 285-0367

USW District 2 Council Steering Committee

The District 2 Council By-Laws established a District 2 Council Steering Committee comprised of a rank and file structure. It was set up to assist in the following:

- Development of agenda for Council Conference.
- Planning of the District Council Conference Educational Conferences.
- District 2 strategic planning.
- Determining and assessing educational needs within the District.
- Generating and leading activism and other purposes consistent with the mission and directives of District 2 and the USW.

The elected members of the Steering Committee are listed below by manufacturing sector. If you need to contact a Steering Committee Member, please do so by using the email provided below.

Name	LUF	Sector	Email Address
Ron Fancsal	1299	Steel and Related	rfancsal@yahoo.com
Don Carlson	59	Paper	dcarlson@tga.net
Robert Desmond	13702	Amalgamated	rdbd@att.net
Jesse Edwards	2-232	Automotive Related	Jesse_edwards2101@yahoo.com
Kent Holzing	12075	Chemical & Energy Related	kentholzing@gmail.com
Jackie Ankam	9899	Health Care	jackieankam_usw@a8899@yahoo.com
John Mandyk	12634	Public	j.mandyk@uswlocal12934.com
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Matthew Gibbons	5965	AI Large	usw5965@gmail.com
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United Steelworkers District 2
AFL-CIO-CLC

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d2@usw.org • 734-285-0367

AUGUST 26, 2019, is the deadline for submissions for the next issue.

"GO BUILD OUR UNION!"

Did you know?

\$204

Union members median weekly earnings are \$204 higher than people who don't have a union voice.

Did You Know

Women union members' median weekly earnings are \$928. Women without a union voice earn median weekly wage of \$697.

\$616

Working people ages 16 - 24 with a union earn a median \$616 weekly while young people without a union earn \$482.



The Union Plus Credit Card program.

With 3 card choices - designed to meet the needs of union members. All with competitive rates, U.S. based customer service and more. Plus, exclusive hardship grants for eligible cardholders*.

The Union Plus Credit Card Program is designed to meet the needs of hard-working union members and their families.

To apply by phone, call: 1-800-522-4000



NEWS

United Steelworkers District 2
AFL-CIO-CLC

MICHAEL H. BOLTON, Director, 1244A Midway Road, Menasha, WI 54952
(920) 722-7630



HAVE YOU BEEN TO DISTRICT 2'S
PAGE ON FACEBOOK?
www.facebook.com/USWDistrict2

A Message from Director Bolton - continued from page 1

Four things can happen during the ensuing NLRB election and three of them benefit the boss.

The three things bosses are crossing their fingers for are: First, and the ultimate employer goal - workers will vote to decertify the Union. Second, because of management's bitter anti-union campaign, workers can become divided affecting solidarity in the workplace. The boss doesn't mind. It just makes his job easier when he makes the same claim at the end of the contract he just negotiated. Remember, the deterrent is gone. Third, the cost of negotiations and an organizing campaign are a drain on finances, leaving less money available for other essential activities.

Unfortunately, that decision isn't the only thing the right has up its sleeve for our movement. Now, another lawsuit by anti-union shill Mark Janus is winding its way through U.S. courts that could have far reaching effects on local unions nationwide.

You may remember the name Janus. He was the plaintiff in a recent Supreme Court decision that created "Right to Work" for all public sector employees. He is now claiming that his union should never have deducted dues from his check and is asking the courts to order that the union must repay the entire amount of money it deducted. With the make-up of today's Supreme Court, is there any doubt which way that decision is going to go? I will leave it to you to imagine the chaos a bad decision in this case will cause our movement and our local unions.

Brothers and sisters, the days of "I don't vote the party, I vote the candidate" are over. If they ever existed in the first place is another discussion. The fact is few politicians vote across party lines. There is too much at stake. Members who reach across the aisle to vote with the opposition on any issue face the ire of their party leadership - and that ire includes finding a credible candidate to launch a primary campaign against the insurgent member. It also puts the Representative or Senator at risk of being cut-off from party money and party donors. During an era of multi-million dollar campaigns, that threat is enough to keep members in check. Let's face it, there are no new chapters for "Profiles in Courage" being written in Congress today!

I hope you will keep that in mind when you decide who you will vote for in 2020. The party platforms of each candidate are more important now than ever. So, look at the issues that are important to you and weigh how each party's positions on those issues will impact the lives of your family and your job.

Finally, while it may seem a little soon, I would like to take an opportunity to encourage all local unions to get involved in Labor Day celebrations in your area. Some cities, like Detroit, hold parades with various unions holding picnics after the march. In Milwaukee we celebrate "Labor Fest". No matter what the activity, Central Labor Councils (CLC) across Wisconsin and Michigan sponsor holiday events. Labor Day is your day! It was established to honor both the work we do to build our country and the accomplishments we have made as a union to create the most envied working class in the world.

Look up what type of event your CLC is holding and get involved. Make a float, recruit a delegation of members to attend together, and enjoy a day of Union fellowship. Then send us pictures of your experience. We'll share them in the October/November issues of the District 2 Newsletter.

Go build the Union!



"GO BUILD OUR UNION!"



2019 District 2 Calendar of Events

JANUARY

- 16 **WOS Lobby Day (WI)**
 Capitol Building, Room 300 SE, 2 East Main Street • Madison, WI
- 18-21 **2019 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference**
 Washington Hilton, 1919 Connecticut Ave Northwest • Washington, DC

- 22 **WOS Quarterly Meeting**
 USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI

FEBRUARY

- 11 **LM Review Session**
 USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 12 **LM Review Session**
 Bungalow Inn, 1100 28th Street • Manistee, MI
- 13 **LM Review Session**
 Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 14 **LM Review Session**
 USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 22 **WOS Quarterly Meeting**
 American Legion Hall, 327 W. Wisconsin Avenue • Tomahawk, WI
- 25 **LM Review Session**
 USW Local 2-21 Hall, 1201 Sheridan Road • Escanaba, MI
- 26 **LM Review Session**
 Kronenwetter Village Hall, 1582 Kronenwetter Drive • Kronenwetter, WI
- 27 **LM Review Session**
 Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 28 **LM Review Session**
 Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI

MARCH

- 13 **WOS Quarterly Meeting**
 USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 20 **WOS Quarterly Meeting**
 USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 22 **WOS Quarterly Meeting**
 USW Dist. 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 22 **WOS Quarterly Meeting**
 Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 26 **WOS Quarterly Meeting**
 Kent Ionia Labor Hall, 918 Benjamin Avenue NE • Grand Rapids, MI
- 27 **WOS Quarterly Meeting**
 Old Morton Federal Credit Union, 516 Kosciusko • Manistee, MI

APRIL

- 9-10 **USW District 2 Legislative Conference**
 Blue Chip Casino, Hotel and Spa, 777 Blue Chip Drive • Michigan City, IN
- 15 **Presidents Meeting**
 Ronn Hall, 1206 Baldwin Avenue • Negaunee, MI
- 16 **Presidents Meeting**
 Fraternal Order of Eagles, 1104 S. Oak Avenue • Marshfield, WI
- 17 **Presidents Meeting**
 Lucky Dog's Labor Temple, 157 S. Green Bay Road • Neenah, WI
- 18 **Presidents Meeting**
 Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 26 **WOS Quarterly Meeting**
 Old Morton Federal Credit Union, 516 Kosciusko • Manistee, MI

MAY

- 1 **USW District 2 Lobby Day (Wisconsin)**
 Capitol Building (North Wing), 2 East Main Street • Madison, WI
- 5-10 **USW District 2 WOS Leadership Development Course Levels I and II**
 Landmark Resort, 4929 Landmark Drive • Egg Harbor, WI
- 14 **Sub-District Local Union Leadership Training (NMI)**
 Holiday Inn, 810 Cinema Drive • Midland, MI, and
 USW Local 12075 Hall, 3510 James Savage Drive • Midland, MI
- 16 **Sub-District Local Union Leadership Training (SMI)**
 Village Conference Center • 1645 Commerce Park Drive, Chelsea, MI
- 21 **USW District 2 Lobby Day (Michigan)**
 Michigan State AFL-CIO Office, 419 South Washington Square, Suite 200 • Lansing, MI
- 21 **Sub-District Local Union Leadership Training (NWI)**
 Red Lion Hotel Paper Valley • 333 West College Avenue, Appleton, WI
- 23 **Sub-District Local Union Leadership Training (SWI)**
 Four Points by Sheraton - Milwaukee Airport • 5311 South Howell Avenue, Milwaukee, WI

JUNE

- 7 **WOS Quarterly Meeting**
 Joann Lester Library, 100 Park Street • Nekoosa, WI
- 11 **WOS Quarterly Meeting (Central Michigan Area)**
 Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI
- 11 **Presidents Meeting**
 Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 12 **Presidents Meeting**
 USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 12 **WOS Quarterly Meeting**
 USW Local 2-148 Hall, 1201 Gillingham Road • Neenah, WI
- 13 **Presidents Meeting**
 USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 18 **WOS Quarterly Meeting (Southern Michigan Area)**
 Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI
- 21 **WOS Quarterly Meeting**
 Kent Ionia Labor Hall, 918 Benjamin Avenue NE • Grand Rapids, MI

JULY

- 8-9 **Financial Officers Training (Wisconsin)**
 Red Lion Hotel Paper Valley, 333 West College Avenue • Appleton, WI
- 11-12 **Financial Officers Training (Michigan)**
 Great Hall Banquet & Convention Center, 5121 Bay City Road • Midland, MI
- 12 **WOS Quarterly Meeting**
 Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 21-25 **USW International Civil and Human Rights Conference**
 Hilton Minneapolis, 1001 Marquette Avenue • Minneapolis, MN

AUGUST

- 20 **WOS Quarterly Meeting**
 Upper Michigan Community Credit Union, 204 M-28 East • Munising, MI

SEPTEMBER

- 9-13 **USW International Safety and Health Conference**
 Westin Convention Center, 1000 Penn Avenue • Pittsburgh, PA
- 13 **WOS Quarterly Meeting**
 Marzinski Horse Trailhead & Campground, Marzinski Road (south of M-55) • Manistee, MI
- 19 **WOS Quarterly Meeting (Western Michigan Area)**
 Michigan State AFL-CIO Office, 419 South Washington Square • Lansing, MI

OCTOBER

- 2 **WOS Quarterly Meeting**
 USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 4 **WOS Quarterly Meeting**
 USW Dist. 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 8 **Presidents Meeting**
 Teamsters Local 7 Hall, 3330 Miller Road • Kalamazoo, MI
- 9 **Presidents Meeting**
 USW Local 12075 Hall, 3510 James Savage Road • Midland, MI
- 10 **Presidents Meeting**
 USW District 2 Southern MI Sub-Office, 20600 Eureka Road, Suite 300 • Taylor, MI
- 15 **Presidents Meeting**
 Ronn Hall, 1206 Baldwin Avenue • Negaunee, MI
- 16 **Presidents Meeting**
 Fraternal Order of Eagles, 1104 S. Oak Avenue • Marshfield, WI
- 17 **Presidents Meeting**
 Green Bay Labor Temple, 1570 Elizabeth Street • Green Bay, WI
- 18 **Presidents Meeting**
 Milwaukee Labor Council Building, 633 S. Hawley Road • Milwaukee, WI
- 28-30 **USW International Rapid Response Conference**
 Hyatt Regency Washington on Capitol Hill, 400 New Jersey Avenue NW • Washington, D.C.

NOVEMBER

- 4-8 **Sub-District Local Union Leadership Training (Wisconsin)**
 TBD • Appleton & Milwaukee, WI
- 18-22 **USW International Next Generation Conference**
 TBD • Pittsburgh, PA

DECEMBER

- 2-6 **Sub-District Local Union Leadership Training (Michigan)**
 TBD • Midland & Chelsea, MI

This schedule is designed to assist in planning this year's events. However, there is a possibility dates and/or locations could change due to unforeseen circumstances. Changes and corrections will be made ASAP and updated on the USW D2 Website.

Alliance for Retired Americans • Retiree News - By Jay McMurrin, 1st Vice-Pres., MI ARA & USW District 2 SOAR Executive Board Member

Continuing our series on the "History of Social Security", this month we will take a look at the vote that created the landmark program developed to provide some form of financial security for pensioners, widows and disabled workers.



President Franklin D. Roosevelt transmitted the bill that would become the Social Security Act of 1935 to Congress on January 17, 1935. The bill, which was a part of the President's Economic Security Act, was introduced in the House by Representatives Robert Doughton (D-OH) and David Lewis (D-MD) and was referred to the House Ways and Means Committee. On the Senate side, it was introduced by Senator Robert Wagner (D-NY) and sent to the Senate Finance Committee.

The House Ways and Means Committee held hearings on the legislation beginning January 21, 1935, through February 12 of the same year. Some of the arguments against the proposed program were that it was a socialist scheme and that the government had no business administering a retirement program.

In the Senate, the same arguments were being made as hearings in that chamber began on January 22 and ran until February 20.

Remember, at this time, the United States was in the grip of the worst economic depression in the nation's history. Financial hardship plagued workers across the country with unemployment running in double digits as businesses and farms failed in record numbers. Most believe that if the Depression had not happened, the government could not have passed such a sweeping plan. However, the need to get money into the pockets of consumers to get dollars moving through the economy again was so great that the program was viewed as critical to ending the Depression.

On March 1, as the bill was clearing the House Ways and Means Committee, Congressman Frank Buck (D-CA) renamed the bill the Social Security Act of 1935. That bill was introduced to the full House of Representatives on April 4, was debated by members beginning April 11, and ended when a vote was held on April 19. The result was the passage of the Act by a vote of 372 for and 33 against.

In the Senate, the bill cleared the committee on May 13 and was introduced to the full Senate on June 12. Debate on the legislation began on that same date and lasted until June 19. On that date, a vote was also held with the bill passing by a vote of 77 yes, 6 against and 12 members not voting.

Over the years, some folks have come to believe that there were no Republicans that voted in support of the creation of Social Security. In fact, in the Senate, 16 Republicans voted for Social Security, while just 5 voted against it. On the House side, 81 members of the GOP voted yes and 15 voted no. The belief that the Republican majority opposed the Act could come from the fact that at the time Democrats held a super majority in both chambers of Congress, which meant that no Republican votes were needed to pass Social Security. With 284 yes votes in the House and 60 members in the Senate, the Social Security Act could have become law on Democratic votes alone.

Because there were differences in the bill that passed the House and the one that cleared the Senate, a conference committee was called to reconcile the differences. The committee worked together and hammered out the contrasts. The final product was voted on and passed by a voice vote in the House on August 8 and in the Senate on August 9. On August 12, it was sent to the President's desk, where it was signed into law by a triumphant President Franklin Roosevelt.

Today, both parties remain divided on Social Security and what it should look like. However, there is no disputing that for 84 years the program has provided economic stability and hope for millions of retired, widowed and disabled Americans. Acting with the same courage and commitment as their colleagues of the past, there is no reason today's Congress cannot act to set Social Security on sound financial ground to allow it to continue to provide financial security for generations to come. America is counting on them.

Getting to Know Your District 2 Next Generation Coordinators

This month we are featuring **Stacey Benson** – *Southern Michigan Sub-District Next Generation Coordinator*



Stacey works at the Viking Corporation located in Hastings, Michigan. Viking is a manufacturer of fire protection sprinklers. She is a member of USW Local 5965.

She was once a local union trustee and is currently Local 5965's Vice President and 3rd Shift Union Steward. She is also a member of the Women of Steel and Next Generation Committees.

Stacey has three children. Her oldest, Monique, is a senior at Olivet College. The other two are in high school - Ashton is a sophomore and Aiden is a freshman.

"I enjoy watching my kids play sports which keeps me pretty busy. They are active in football, basketball, and baseball."

"I believe in the Next Generation program because we need to mentor and educate our next generation of future leaders of our union. We need to get our younger and newer members active and the Next Generation program is a great way for them to start being involved in the union."

If you wish to inquire or have any questions about the Next Generation program, please feel free to contact Stacey at: staceybenson33@yahoo.com

USW Southern Michigan Area S.O.A.R. Chapters Reach Out to Those in Need



Thanks to their Union negotiated pensions and health insurance benefits, most USW retirees do not have to worry about where their next meal will come from or how they will pay for life-sustaining medication. Unfortunately, that's not true for every American. For some, making ends meet is a never ending struggle. Thankfully, there are volunteer organizations working to provide assistance for those less fortunate; and, many times its Union volunteers making those organizations work.

This is the case for the Emergency Food Assistance Program in River Rouge, Michigan. The program, which is coordinated by longtime USW Local 1299 member, Jim Krueger, provides monthly allocations of food commodities for over 100 families in the aging steel mill town just south of Detroit. Recently, Jim, who is also Vice President of his Local Union's SOAR Chapter, reached out to retired members to get involved in the food program. SOAR activists responded to Krueger's call and have been volunteering at the River Rouge Community Center preparing boxes and bags of food for distribution.

Milio "Mimi" Rinna, a retired USW International Staff Representative, is one of the SOAR members who answered the call. He said, "As a Union member, I received good wages and benefits that allowed me to save and plan for a good retirement. Now that I am retired, I enjoy coming out to help people who are not quite as blessed as I am. It feels good to give back."

Tony Pascarella is also a retired USW Staff Representative and President of USW Local 2659's SOAR Chapter in Southgate, MI; another working class town just south of Detroit. Pascarella stated, "The steel mill I worked at for years closed over 25 years ago. The shutdown caused a lot of hardship for a lot of good people. Just like the communities that came together to help Steelworkers overcome the loss of the plant, the Emergency Food Program is helping citizens of River Rouge overcome their challenges. It is a great program."

Each month, the city of River Rouge receives a shipment of food items from Wayne County. Volunteers gather at the Community Center to divide the items equally and box them up for distribution. The food packages generally include a couple of meat products, dairy, vegetables, beans and other nonperishables. They are then distributed to River Rouge families the following day. According to Krueger, "The packages play a vital role in helping families get by. For some it frees up money to make other necessary purchases."

USW D2 Offices' Summer Hours • Free College for Union Members

Please note there will be modified summer hours for some District 2 offices. These new hours will begin on Monday, June 3, 2019, and will continue through Friday, August 30, 2019. Normal business hours will resume on Tuesday, September 3, 2019.

Menasha, Wisconsin	7:30 a.m. – 4:00 p.m. (Monday – Thursday) 7:00 a.m. – 3:30 p.m. (Friday)
West Allis, Wisconsin	8:30 a.m. – 4:30 p.m. (Monday – Friday)
Taylor, Michigan	7:30 a.m. – 4:30 p.m. (Monday – Thursday) 7:00 a.m. – 4:30 p.m. (Friday)
Bay City, Michigan	9:00 a.m. – 5:00 p.m. (Monday – Friday)

Please share this information with your membership. Feel free to contact the District 2 office with any questions. Thank you for your attention in this matter.

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For Retirees!




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888-590-9009

USW District 2 Financial Officer and Trustee Training

District 2 recently offered two-day Financial Officer and Trustee Training. The classes were held July 8 - 9 in Appleton, WI; and July 11 - 12 in Midland, MI. The training was well attended in both states.

On the first day, both financial officers and trustees attended the training together in the same classroom. It consisted of lecture and PowerPoint on the duties and responsibilities of all officers pertaining to local union finances as well as the policies of the USW and the Department of Labor. Federal tax forms as well as year-end forms that need to be processed were reviewed.

On the second day, trustees were in another room to concentrate on a three-month mock audit. Delegates went over vouchers, bank statements, and other supporting documentation month by month with the auditor. Then on their own, they were looking for errors and learning to reconcile. After all the numbers were confirmed for each month, the delegates completed the quarterly audit report.

While the trustees were learning their duties on the second day, the financial officers continued the duties and responsibilities pertaining to the finances of the local union as well as the policies of the USW and the Department of Labor. The delegates went over cashbooks, all federal tax forms, as well as year-end forms that are required to be processed.



This Month in History: July 2, 1964, President Johnson signs Civil Rights Act - *The History Channel*

On July 2, 1964, U.S. President Lyndon B. Johnson signs into law the historic Civil Rights Act in a nationally televised ceremony at the White House.

In the landmark 1954 case *Brown v. Board of Education*, the U.S. Supreme Court ruled that racial segregation in schools was unconstitutional. The 10 years that followed saw great strides for the African American civil rights movement, as non-violent demonstrations won thousands of supporters to the cause.



Memorable landmarks in the struggle included the Montgomery bus boycott in 1955 - sparked by the refusal of Alabama resident Rosa Parks to give up her seat on a city bus to a white woman - and the "I Have a Dream" speech by Martin Luther King Jr. at a rally of hundreds of thousands in Washington, D.C., in 1963.

As the strength of the civil rights movement grew, John F. Kennedy made passage of a new civil rights bill one of the platforms of his successful 1960 presidential campaign. As Kennedy's vice president, Johnson served as chairman of the President's Committee on Equal Employment Opportunities. After Kennedy was assassinated in November 1963, Johnson vowed to carry out his proposals for civil rights reform.



The Civil Rights Act fought tough opposition in the House and a lengthy, heated debate in the Senate before being approved in July 1964. For the signing of the historic legislation, Johnson invited hundreds of guests to a televised ceremony in the White House's East Room.

After using more than 75 pens to sign the bill, he gave them away as mementoes of the historic occasion, in accordance with tradition. One of the first pens went to King, leader of the Southern Christian Leadership Conference (SCLC), who called it one of his most cherished possessions. Johnson gave two more to Senators Hubert Humphrey and Everett

McKinley Dirksen, the Democratic and Republican managers of the bill in the Senate.

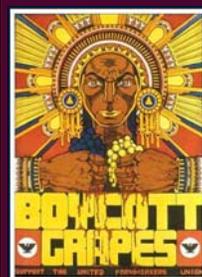
The most sweeping civil rights legislation passed by Congress since the post-Civil War Reconstruction era, the Civil Rights Act prohibited racial discrimination in employment and education and outlawed racial segregation in public places such as schools, buses, parks and swimming pools.

In addition, the bill laid important groundwork for a number of other pieces of legislation—including the Voting Rights Act of 1965, which set strict rules for protecting the right of African Americans to vote - that have since been used to enforce equal rights for women as well as all minorities.

This Month in Labor History: July 29, 1970 and July 26, 1990



On July 26, 1990: President George H.W. Bush signs the Americans with Disabilities Act, a civil rights law that prohibits discrimination based on disability. The U.S. Chamber of Commerce, like many business organizations, opposed the law, arguing that the costs of the ADA would be "enormous" and have a "disastrous impact on many small businesses struggling to survive."



On July 29, 1970: After five years of strikes and boycotts, table grape growers in California sign their first collective bargaining agreement with the United Farm Workers. The contract, which covered over 10,000 workers, ended labor contracting and established seniority and hiring rights; included an immediate wage increase; and provided for fresh water and toilets in the fields, and a medical plan.

Locals Joined the WI WOS Committee and Volunteer to Help the Community - Submitted by Cindy Odden



Pictured from left to right - back row: Linda Vick, Kasey Werner, Paula Uhing, Linda Peterson, Jessica Lichtenstein and Eric Licht - front row: Melissa Holland and Cindy Odden

USW Locals joined the WOS Committee to volunteer at St Ben's in Milwaukee on June 30th. This was a "Union Day" in which all food was donated, cooked and served by Unions. USW locals that volunteered were: 904L, 231, 226M, 2-369, 2006 and 2-209.

For some of the WOS, this was their only day off and they still came out to serve the community. Over 300 men, women, and children were served a hot meal and were able to enjoy an afternoon of solidarity. Everyone did a great job!

USW Rapid Response Action Call • SAFE JOBS NOW - From Michael Bolton, USW District 2 Director

"Safe Jobs Now" Postcard Action Update

I want to thank all of the locals who participated in the current "Safe Jobs Now" Postcard Action; your efforts are very much appreciated!

This action will continue into the foreseeable future so I ask that you please continue to collect cards and signatures.

Rapid Response will be setting up meetings during the upcoming August recess to discuss this important issue and will do deliveries of the postcards.

If you have been holding off returning signed cards because you are still working on collecting more signatures, please send in what you currently have. The rest can be mailed later as those cards will still be very helpful in getting our voice at the table.

If your local was not able to collect as many signatures as you hoped, or you would like to try a different approach, I encourage you to contact USW District 2 Rapid Response Coordinator Sue Browne at sbrowne@usw.org, who can offer additional ideas to make this action a success. She can also provide more cards as well as answer any additional questions you might have.



USW Installs Thomas M. Conway as International President on July 15, 2019



JUL 15, 2019

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(Pittsburgh) – The United Steelworkers union (USW) today installed Thomas M. Conway as its eighth international president to replace retiring International President Leo W. Gerard.

“I’ve known Tom for 25 years. He’s earned my admiration, demonstrating a special toughness and a willingness to take on the most difficult jobs and negotiations,” Gerard said. “He has a strong vision and unique perspective about the future, and I know the union will flourish under his leadership.”

Conway began his career as a millwright at Bethlehem Steel in 1978. He has served many positions in the USW, most recently as the union’s international vice president (administration).

Conway has also chaired many of the union’s major sector bargaining in steel, mining, aluminum, tire and rubber, oil, and other metals and manufacturing operations.

For nearly a quarter century, Conway has been on the front lines in the union’s fight against unfair trade, demanding that the U.S. government enforce its trade laws to prevent unfairly traded, subsidized and dumped products from damaging domestic industries and destroying good jobs.

The union today also installed John Shinn as its new international secretary-treasurer, David McCall as its new international vice president (administration), Roxanne Brown as its new international vice president at large and Leann Foster as a new international vice president.

“Our union’s leadership underwent historic change today, but our core values remain the same,” said Conway. “We will always fight on behalf of working people for social and economic justice.”

The USW represents 850,000 workers in North America employed in many industries that include metals, mining, rubber, chemicals, paper, oil refining and the service, public and health care sectors.

"GO BUILD OUR UNION!"

The WOS Meeting in Milwaukee on July 12, 2019, was a Huge Success - By Cindy Odden



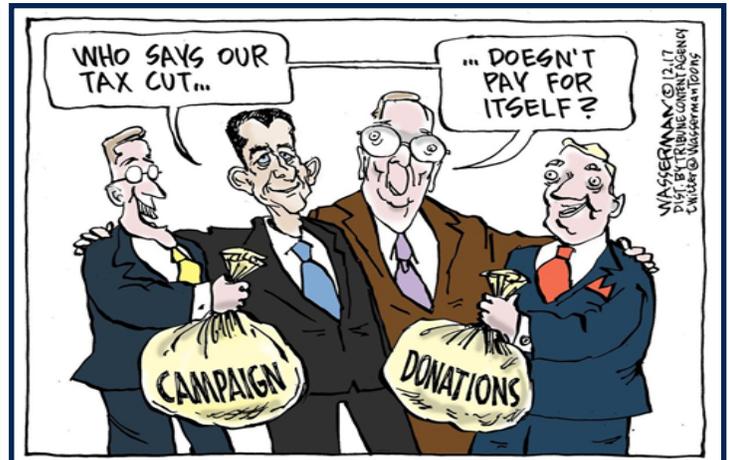
The WOS quarterly meeting in Milwaukee consisted of a busy agenda. Breahn Quigley-Knackert conducted a presentation on Human and Civil Rights. Bob from Stars and Stripes Honor Flight attended and accepted \$1,150 in checks and cash the women collected through cash donations and bake sales. Jay Reinke and Emily Mueller from Milwaukee Area Labor Council also came and spoke to the women serving in our communities. They thanked everyone for all things done in the community.



In addition to raising funds for the Stars and Stripes Honor Flight, the women also collected personal items and brought them to the meeting where blessing bags were assembled to hand over to Jay and Emily for distribution to those in need in Southern WI. A total of 50 blue backpack bags, 54 gallon-sized buggies, and purses were donated. All the women did a great job collecting! So proud of these women from Southern Wisconsin for all they do!



Not So Funny Political Cartoons



"GO BUILD OUR UNION!"

The Soul of a Union Man - *By Leo W. Gerard, USW International President • Saturday 7/13/2019*



I was raised in a company house in a company town where the miners had to buy their own oilers – that is, rubber coveralls – drill bits and other tools at the company store.

That company, Inco Limited, the world's leading producer of nickel for most of the 20th century, controlled the town of Sudbury, Ontario, but never succeeded in owning the souls of the men and women who lived and worked there.

That's because these were union men and women, self-possessed, a little rowdy and well aware that puny pleas from individual workers fall on deaf corporate ears.

As I prepare to retire in a couple of days, 54 years after starting work as a copper puncher at the Inco smelter, the relationship between massive, multi-national corporations and workers is different.

Unions represent a much smaller percentage of workers now, so few that some don't even know what a labor organization is – or what organized labor can accomplish. That is the result of deliberate, decades-long attacks on unions by corporations and the rich. They intend to own not only workers' time and production but their very souls.

I'd like to tell you the story of Inco because it illustrates the arc of labor union ascendance and attenuation over the past 72 years since I was born in Sudbury.

When I was a boy, the Inco workers, about 19,000 of them, were represented by the International Union of Mine, Mill and Smelter Workers. The union was gathering strength. My dad, Wilfred Gerard, was among the rabble rousers. We lived just a few miles from the mine, and workers would gather at the house. Someone would bring a case of beer, and my mom would make egg salad or baloney sandwiches.

Conditions in the mine were terrible, and these workers were organizing to achieve change. I recall them talking about a work stoppage over safety glasses. I was amazed that they would have to take action like that to get essential work equipment. The company, I thought, should voluntarily take this simple step to ensure workers were not unnecessarily injured on the job.

I learned two important lessons from sitting on the steps and listening to those meetings. One was that the company would do nothing for the workers unless forced by collective action. The other was that labor unions were instruments of both economic and social justice.

I started work in the smelter at age 18 after graduating high school. My mother told my girlfriend, Susan, my future wife, not to let me get involved in the union because if I did, I would be gone all of the time. For a few years, I resisted union activism. Still, I carried a copy of the labor contract in my pocket, pulled out just high enough so the boss could see it. I knew what it said, and I wanted him to know I knew.

In 1967, when I was 20, the International Union of Mine, Mill and Smelter Workers merged with the United Steelworkers (USW), and I became a USW member.

It didn't take long for the guys at the smelter to see that I had a big mouth. And in 1969, they petitioned for me to become a shop steward. That was the beginning. My mom was right. It did mean I was gone much of the time.

I got myself demoted so I could work day shift and attend college at night. On day shift, I noticed the company was using a bunch of contractors. Many were performing work that was supposed to be done by union members. Other contractors sat in their trucks parked behind the warehouse doing nothing. So I got about six guys to help me track and record the violations every day.

Then we would file grievances against the company. We could not win because the contract language was weak at that point, but we took it through all the stages of grieving, and it cost Inco money. That made the bosses furious.

So they took it out on me. You have to be prepared for that if you are going to be an activist. They made me rake rocks that had fallen off the mine trucks onto the road. They made me pick up trash in the parking lot. They tried to humiliate me. But I always found a way to comply without bowing to them.

The advantage we had in those days was that they thought they were smarter than us. They didn't understand that we were a team and we stuck together, so there was no way they were going to own us.

That was the 1960s, a different time. Union membership in the United States rose through 1965, when nearly one in three workers belonged. In Canada, the rise continued through 1985, when the rate was 38 percent. The drop off in the United States was fairly slow until 1980, when it plummeted to 23.2 percent. It has now fallen to 10.5 percent. In Canada, the decline was steady, but much slower. The rate there remains 30.1 percent, close to the all-time high in the United States.

The difference is that in the United States, corporations and conservatives engaged in a successful campaign, beginning in

The Soul of a Union Man - By Leo W. Gerard, USW International President • Saturday 7/13/2019

1971, to seize power from workers and propagandize for what they euphemistically called free enterprise. Really, it's cut-throat capitalism. The upshot is that U.S. workers have more difficulty forming unions than Canadians, and U.S. corporations can more easily lock workers out of their jobs and hire strikebreakers. The intent is to enable corporations to own their workers, lock, stock and soul.

Lewis Powell, the late U.S. Supreme Court justice, launched this drive to crush labor, the left and environmentalists in the United States with a memo he wrote in 1971 for the U.S. Chamber of Commerce and distributed to corporate leaders.

Powell told the Chamber that it had to organize businesses into a political force because, he claimed, corporations and the free market system were "under broad attack," and in "deep trouble." He inveighed against regulations sought by car safety activist Ralph Nader, by environmentalists petitioning for clean air and water and by unions demanding less deadly mines and manufacturing. He castigated those on the left pursuing a fairer, safer and more humane society.

Businesses must cultivate political power, and wield it, Powell said, to secure "free market" advantages, such as tax breaks and loopholes specifically for corporations and the rich.

Powell also told the Chamber: "Strength lies in organization, in careful long-range planning and implementation, in consistency of action over an indefinite period of years, in the scale of financing available only through joint effort, and in the political power available only through united action and national organizations."

That is exactly what the Chamber achieved. It catalyzed a business movement, funded by wealthy conservative family and corporate foundations, including those of Coors, Olin, Scaife and Koch, to name a few. The foundations sponsored conservative professors at universities and right-wing "non-profits" such as the Heritage Foundation, the Cato Institute, Americans for Prosperity, and the American Legislative Exchange Council (ALEC), which provides junkets for right-wing lawmakers at which it encourages them to champion anti-union and anti-worker legislation. These groups bankrolled conservative candidates and secured appointment of conservative judges.

Between the end of World War II and 1970, during the rise of unions, workers' incomes rose with productivity. Income inequality declined, and North America became home to the largest middle class in history. After 1970 and the Chamber effort to implement the Powell manifesto, unions declined and workers' wages stagnated. Virtually all new income and profits went to CEOs, stockholders and the already rich. The middle class dwindled as income inequality rose to Gilded Age levels.

This occurred at the same time that corporations expanded, becoming massive multinationals, with facilities sprawled across the world and without allegiance to any country. This happened to Inco. Vale, a Brazilian corporation, bought it in 2006, and now Vale is a true multinational with facilities worldwide.

Multinationals spurned their obligation to serve workers, consumers, communities and shareholders. Instead, they focused only on shareholders, the rest be damned. They closed factories in the United States and Canada and moved them to places like Mexico and China, with low wages and lax environmental laws. They exploited foreign workers and destroyed North American workers' lives and communities.

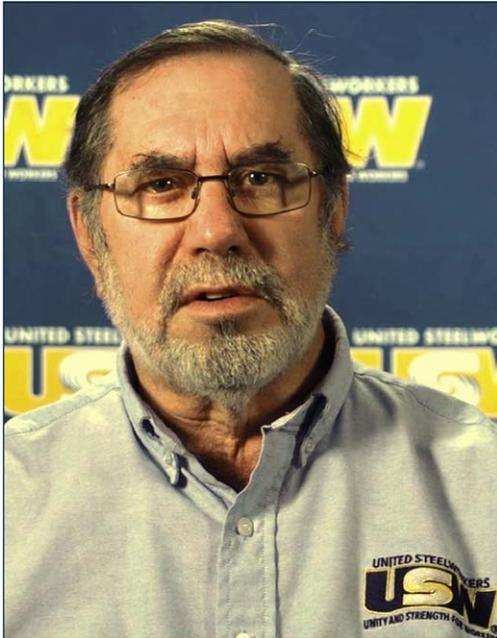
As far back as the 1970s, the USW, the AFL-CIO, as well as the textile, shoe, steel and other industry leaders, warned Congress about what this trend, combined with increasing imports, meant for American workers and their neighborhoods. In 1973, after the United States experienced its first two years of trade deficits in a century, I.W. Abel, then president of the USW, urged Congress "to slow the massive flood of imports that are sweeping away jobs and industries in wholesale lots."

Congress' failure to heed this alarm resulted in the collapse of the U.S. textile and shoe industries and many others. It very nearly killed the steel industry, which has suffered tsunami after tsunami of bankruptcies, gunpoint mergers and mill closures. Tens of thousands of family-supporting jobs were lost and communities across both the United States and Canada hollowed out. In 1971 and 1972, the trade deficit totaled \$8.4 billion. Last year it was \$621 billion. Every imported toy, shoe, bolt of cloth and ingot of steel means fewer U.S. factories and jobs and more struggling towns.

The USW presidents who followed Abel – Lloyd McBride and Lynn R Williams – escalated the battle against offshored factories and unfairly traded imports. The USW even filed suit to try to stop the North American Free Trade Agreement (NAFTA) because Williams, like independent Presidential candidate Ross Perot, saw that it would suck Canadian and U.S. factories and jobs south of the Mexican border.

The late USW President George Becker and I agitated for change, confronting and cajoling presidents and prime ministers and members of Congress and Parliament. The USW marshaled all of its forces, including activists in its Women of Steel and NextGen programs, the Steelworkers Organization of Active Retirees, and its Rapid Response coordinators. Tens of thousands of workers rallied, camped out in Washington, D.C., harangued lawmakers and sent postcards.

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Gomez sanctuary in Canada when he was unjustly accused of wrongdoing by a Mexican government intent on shutting him up after a mine disaster.

In 2008, the USW joined with Unite the Union, the second largest union in the U.K and Ireland, forming Workers Uniting to fight exploitation and injustice globally. And the USW formed alliances with union federations in Australia and Brazil, where the organization is known as the CUT.

This international brotherhood and sisterhood stood with Canadian mine and smelter workers for a year beginning in July, 2009.

During its first negotiations with the USW, Vale, the Brazilian corporation that bought Inco, demanded harsh concessions from its thousands of Canadian workers. Though Vale was highly profitable, it said it wouldn't even bargain with the USW unless the workers first accepted the cuts. That forced them out on strike.

I started talking regularly with the head of the CUT in Brazil to strategize and plan joint actions. Brazilian workers and community groups wholeheartedly supported their Canadian brothers and sisters. They demonstrated in front of the Vale headquarters and threw red paint – symbolizing blood – on the building. They shut down traffic with all sorts of street actions. They protested at the Vale shareholders meeting, inside and out.

They also traveled to Canada, in force with flags, for a rally in Sudbury in March of 2010, when the strike was eight months old and banks were repossessing some workers' cars and foreclosing on homes. By then, Vale had 100,000 workers in mines and smelters across the world. Supporters from many of those communities – in Asia, Africa, Europe and Australia – joined thousands of Canadians who marched through the streets that cold day.

Vale could see that its Canadian workers, in Sudbury, Port Colborne, and Voisey's Bay, were not alone. They had allies from around the world willing to stand up to the giant multinational.

The strike ended 12 long months after it started. We didn't get everything we wanted, but we certainly didn't accept Vale's concessionary demands. Vale failed to accomplish its mission, which was to spread to all of its operations worldwide the authoritarian, top-down, nasty management practices that it had honed in Brazil. The proof of that is the next round of negotiations with Vale went fairly well, and we got an honorable settlement.

Now, for labor to secure gains, in the United States or Canada or anywhere, workers must mobilize. We have to bring everyone together, women, men, poor people, people of color, gay people – all working people. None of us is big enough or developed enough to win this fight alone.

If we fight together, I can't guarantee we will win. But if we don't fight for justice, I can guarantee we will lose.

Since none of us is willing to owe our souls to the company store, we're going to have to find ways to continue building coalitions robust enough to confront capital and win the battle for economic and social justice.

"GO BUILD OUR UNION!"