

USW@Work

A Publication of the United Steelworkers

A Powerful Voice for Workers



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NEW PAPER CONTRACTS ⁰⁸

SAFETY ON THE AGENDA ¹⁰

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“NOBODY SHOULD BE UNDER THE ILLUSION THAT HEALTH AND SAFETY JUST TAKES CARE OF ITSELF. THESE THINGS HAPPEN BECAUSE WE WORK HARD AND WE PUSH IT. THAT’S WHAT MAKES US A UNION.”

INTERNATIONAL PRESIDENT TOM CONWAY, SPEAKING AT THE USW HEALTH, SAFETY & ENVIRONMENT CONFERENCE, APRIL 17, 2023

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COMMUNICATIONS STAFF

JESS KAMM BROOMELL
Director of Communications

R.J. HUFNAGEL
Editor

GREG COLE
AARON HUDSON
Graphic Designers

STEVE DIETZ
Photographer

CHELSEY ENGEL, TONY MONTANA,
CHEYENNE SCHOEN, JOE SMYDO,
BETH TURNBULL

POSTMASTER: Send address changes to:
USW@Work, USW Membership Department,
60 Blvd. of the Allies, Pittsburgh, PA 15222

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EMAIL: editor@usw.org
MAIL: USW@Work
60 Blvd of the Allies
Pittsburgh, PA 15222

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History of Educators in USW

I was delighted to see the article about the USW organizing on college campuses. I wonder if USW members know that there was a USW local on a college campus decades ago?

In the early 1970's, the United Paperworkers International Union organized the faculty of the Center for Labor Education and Research (CLEAR) at the University of Alabama at Birmingham (UAB) into Local 1486. Over time, as unions merged, CLEAR became Local 1486 of the USW, and its faculty are proud USW retirees today.

For the 40 years that CLEAR was at UAB, faculty from Local 1486 taught union members from throughout the South, and we were especially active in training USW members. Every year we taught classes in bargaining, grievance handling, arbitration, political action and history at USW District 9 Leadership Conferences, as well as classes at local union halls. Daniel Flippo, District 9 Director, was a strong supporter and an active member on the CLEAR Advisory Board.

And for those 40 years, CLEAR taught a monthly safety and health class for members of District 9 safety committees – over 480 classes! The very last class taught in the Center's UAB classrooms, in fact, was with the safety committee members we had come to know so well over the years.

It's great that more faculty members can now claim an affiliation with the United Steelworkers. Welcome to the USW!

Judi King

Local 1486 Retiree, Birmingham, Ala.

Fight for Retirement Security

Most of the people who read this won't remember the days before we had Social Security. Many probably don't remember what it was like before

Medicare.

But the fact is, before those programs existed, many Americans couldn't retire. Or, if they did, they had to live with family members in order to survive. For many American workers of earlier generations, there was no dignity in retirement – there was only poverty.

The Republicans of today wouldn't mind seeing us go back to those days. A number of them support a plan that would phase out these programs, unless Congress voted to keep them. Of course, that's exactly the opposite of the way "retirement security" is supposed to work – it's supposed to be something you can rely on, forever.

I have already contacted my senators and congressional representatives and told them to say "no" to these ideas. I'd urge all of my fellow retirees to do the same – tell your representatives to reject every plan by the Republicans to dismantle these programs. Without them, who knows where our retired workers would be? I have an idea of where they would be – in big trouble.

Bea Lumpkin

SOAR Chapter 31-9, Chicago

Congress Must Act on China

The Chinese Communist Party has made its intentions clear – its goals are to dominate key industries, set global standards, find opportunity in crisis, and weaken competitors.

The United States is its chief competitor, and so China's ultimate goal is to weaken us. Sadly, we have helped it toward that goal.

China's exponential growth would not have happened without the buy-in of American policymakers over 20 years ago. The United States normalized trade relations with China in 2000, which then entered the World

Trade Organization, gaining the new market access that entailed. U.S. leaders shrugged off the blatant Chinese mercantilism that followed.

Time and again Washington accepted empty promises from Beijing that it would live up to its commitments, but it brought no real consequences to bear when Beijing didn't.

This has come at an incredible cost to our domestic economy. Between 2001 and 2018, factories closed, manufacturing jobs vanished, and wages for displaced workers plunged.

China's behavior hasn't abated, and it will take American policymakers again to address the problems that unfair Chinese trade has created in this country. That's where the House Select Committee on Economic Competition Between the United States and the Chinese Communist Party comes in. The committee can shine a bright light on these problems by examining proposals to fix them.

Congress must act to sharpen our existing trade tools, including the Leveling the Playing Field Act 2.0, which would improve the application of tariffs.

Our leaders must also draw the link between the implementation of the CHIPS Act, 2021's Bipartisan Infrastructure Law, and the clean energy-focused Inflation Reduction Act as the kind of industrial policy that can buttress the American economy against a powerful competitor that has demonstrated it isn't interested in fair trade.

Scott Paul, President

Alliance for American Manufacturing

(Editor's Note: Paul testified on Feb. 28 before the House Select Committee on Economic Competition Between the United States and the Chinese Communist Party. See story, Page 22.)

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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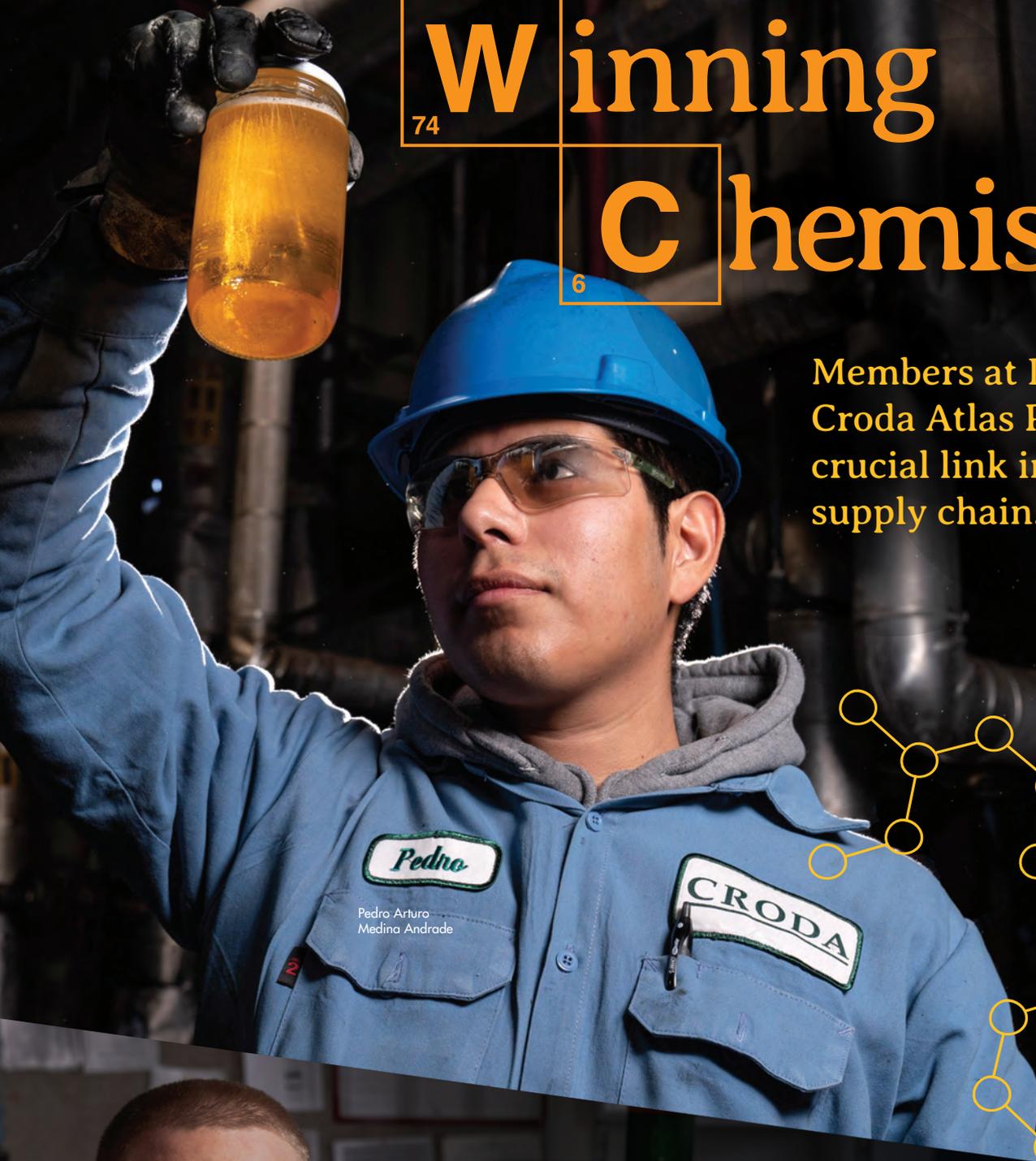


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W⁷⁴inning C⁶hemistry

Members at Delaware's Croda Atlas Point are a crucial link in the supply chain.



Pedro Arturo
Medina Andrade



Steve
Felts

solidarity

Pedro Arturo Medina Andrade has only been a member of Local 12886 for about a year. In that short time, though, the USW difference has already become clear to him and his family.

At his previous non-union jobs, Andrade struggled to make ends meet. Now that he works at the unionized Croda Atlas Point facility just south of Wilmington, Del., his children are able to participate in activities like ballet and soccer, and he is looking forward to taking a family trip to Mexico.

“The union gave me and my family security,” the kettle operator said. “I’ve been able to provide for my kids more than ever before.”

‘A Great Job’

The life-changing benefits of having a USW card are just as clear to the rest of the 150 members at Croda’s Atlas Point site, many of whom are deeply involved in their local union and their community.

Built near the Delaware River in 1937 as a gunpowder factory, the facility now turns out a variety of surfactants, which are essential ingredients in a wide range of consumer health and hygiene products, including makeup, shampoo, laundry and dish detergent, baby care products and other daily necessities.

Dave Sewell started at the facility as a high school graduate in 1978 and spent the next 45 years there. Now he is looking forward to the secure retirement he earned with his decades of service.

“It’s been a great job,” Sewell said.

“There have been times when we really needed the union to help us through.”

Quality Control

Sewell works in the Croda quality lab, where he and other members like Mike McCoy and Jay Carey regularly test samples of the company’s products to make sure their composition is correct.

“We’re the last check and balance before the customer, so we want to make sure we have things right,” Carey said of his fellow lab workers.

Down the hall in another part of the lab, Brent Bowers carries out similar tasks in the opposite direction, taking finished products and breaking them down to their basic components to ensure the ratios are correct for the hundreds of different chemical compounds the company makes.

Committed to Safety

Both jobs are part of the work USW members do to ensure that the finished products they ship to other manufacturers fall within Croda’s strict quality-control standards. The extensive lab testing is also a good example of the USW and Croda’s shared commitment to a safer work environment.

“We have some of the best representation when it comes to health and safety,” Carey said. “Both the union and the company take it very seriously.”

For International Secretary-Treasurer John Shinn, who previously worked as a staff representative with Local 12886 and now oversees the union’s chemical sector, the effort to keep members safe is one that requires a commitment from all USW members, as well as close cooperation from employers. Shinn said the USW will be rolling out model safety and health language for all locals in the sector, which includes more than 350 units.

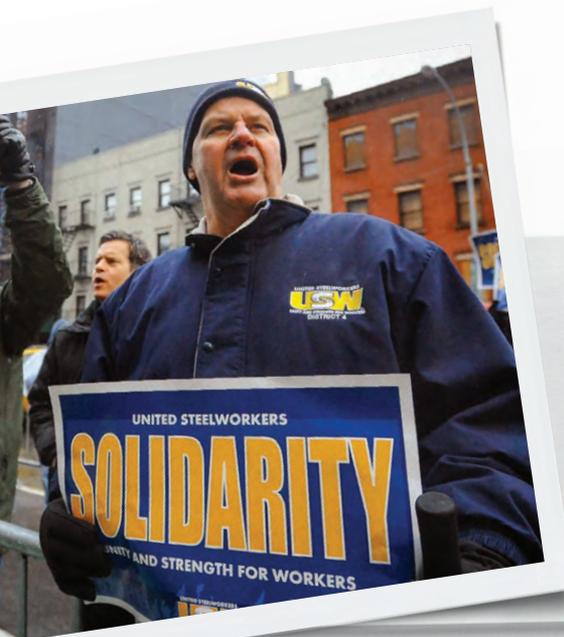
“Making sure every member at every workplace returns home safely at the end of their shift is the most important thing we do as a union,” he said.

Bowers, who has worked at the facility for 25 years and previously served for six and a half years as Local 12886 president, said that he was proud of the plant’s safety, and also of how the USW has worked with Croda in recent years to create jobs.

“Everybody knows how important manufacturing jobs are,” Bowers said. “It feels good to be a part of that. It makes you feel like you’ve accomplished something.”



Rodney Bullard



★ WE ★
SUPPLY
AMERICA

“Everybody knows how important manufacturing jobs are. It makes you feel like you’ve accomplished something.” Brent Bowers

“Making sure every member at every workplace returns home safely at the end of their shift is the most important thing we do as a union.”

Secretary-Treasurer
John Shinn

Sustainability Plan

The Atlas Point work force has grown by about 50 workers over the past seven years, said site director Chris Barnett, pointing in part to the recent addition of a bio-based ethylene oxide plant that is the first of its kind in the United States. The project was part of Croda’s effort to shift toward renewable products and to cut its carbon footprint in half by 2030 and to net zero by 2050.

As part of that effort, Croda utilizes onsite solar and offsite wind generated electricity, as well as gas from a local landfill, to supply power for the Delaware site, the largest in the UK-based corporation founded in 1925 that employs almost 6,000 workers around the world.

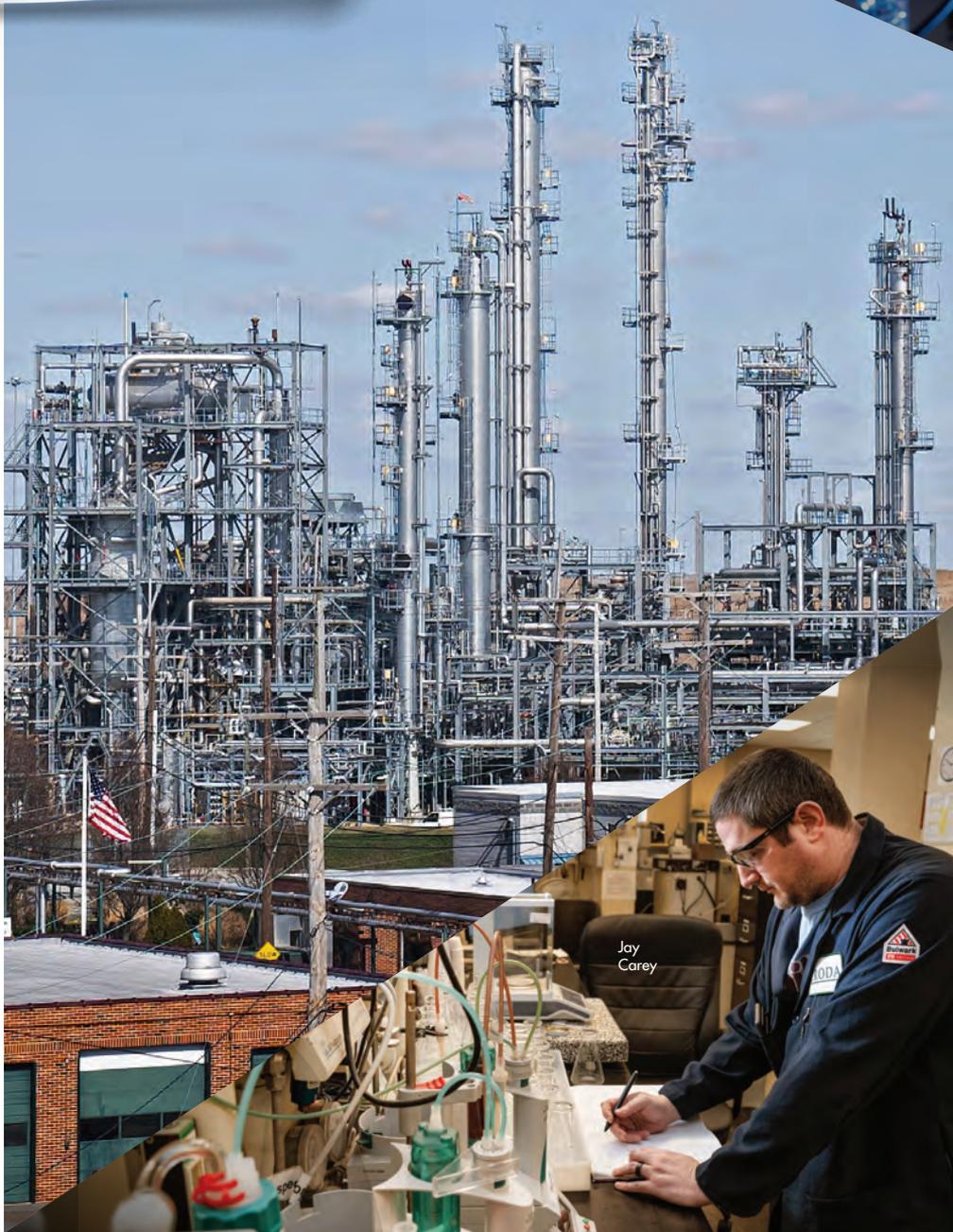
“It’s a benefit to us to have a work force that takes a lot of pride in what we do,” Barnett said. “This site is one of the jewels of the company.”

Local 12886 President Ken Coale said that, according to a 2019 Penn State University study, the Croda plant has a \$300 million annual impact on the local economy.

“Without us here,” he said, “there would be a big gap.”

Coale, who has worked at the plant for 26 years, said that he expects the local to add another 18 to 20 positions over the next few years.

“We’ve come a long way in my time here,” he said.





Brent Bowers

Ron Radil



Pat Nolan

Bowers, whose father worked at the plant for 43 years and also served as local president, said previous generations of USW members fought to make sure that the jobs at Croda would be safer and more secure and would provide family-supporting wages and benefits. It's the duty of the current membership to build on that legacy, he said.

Pandemic Work

USW members at Croda helped to cement their own legacy when the COVID-19 pandemic began in early 2020. Because they make essential components of hand sanitizers, soaps and other products that helped control the spread of the virus, their workload only grew.

“There was a sense of purpose and a sense of pride to do something to get the country back on track,” said control room operator Shawn Barton. “We did what we had to do to help our country.”

The pandemic brought into sharp focus the factory's importance as an indispensable link in the nation's supply chain, said Amy Purnell, who has worked for Croda for two years after a stint at a non-union manufacturer.

“We work hard to provide our family members, our community and our country with grade-A materials,” Purnell said. “We take a lot of pride in that.”

The presence of the USW at Croda ensures that hard work results in fair compensation, a safer work environment, and quality benefits, said Rodney Bullard.

A five-year veteran of Croda, Bullard knows the union difference well, having previously worked at a plant where there was no union, until he and his co-workers helped to organize one.

“The community is going to benefit from union jobs, just based on the pay and benefits alone,” Bullard said. Add to that the safety, sustainability, local involvement and other positive effects of the union, he said, and the impact of having Local 12886 as part of the Delaware community can't be overstated.

The key, Bullard said, is that workers must recognize that union membership is a two-way street—to get something positive out of it, members must get involved.

“The union works for us,” Bullard said. “And we work for them.”



Chemical Solutions

Sign up for *Chemical Solutions*, the USW's newsletter for chemical workers at usw.to/chemicalsolutions.

PAPERWORKERS

MAKE GAINS

Members at International Paper, Essity, Ratify New Master Contracts

USW members voted overwhelmingly this spring to ratify two new master agreements, with International Paper and Essity, that cover more than 7,500 workers at 23 facilities.

Both agreements raise wages by at least 3 percent in each year of the contract and include numerous other financial and language improvements.

“These agreements were groundbreaking in a number of ways, most importantly in the areas of comprehensive worker safety and health,” said International Vice President Leeann Foster, a former paperworker who oversees bargaining in the sector. “It was only due to the strength and solidarity of USW members and leaders across the country that we were able to achieve such significant gains.”



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LEEANN FOSTER
INTERNATIONAL VICE PRESIDENT

International Paper

The International Paper (IP) master agreement covers about 6,000 members of 25 local unions at 16 locations where workers make containerboard and fluff pulp. The locations include: Bogalusa, La.; Campti, La.; Cantonment, Fla.; Cayuga, Ind.; Franklin, Va.; Georgetown, S.C.; New Bern, N.C.; Orange, Texas; Pine Hill, Ala.; Prattville, Ala.; Riegelwood, N.C.; Rome, Ga.; Savannah, Ga.; Selma, Ala.; Valliant, Okla.; and Vicksburg, Miss.

The IP bargaining committee entered negotiations with the goal of dismantling the two-tier wage system. Through the solidarity of the membership across all locations, the team achieved that goal, replacing the tiered system with a new wage scale that includes unprecedented wage rate adjustments scheduled to take effect on June 1. On top of these adjustments, the committee achieved general wage increases (GWIs) amounting to more than 12 percent over the life of the four-year agreement.

“These GWIs are historic,” Foster pointed out. “We were able to nearly double the total increases we achieved in the 2011 master contract, and well exceed the increases in 2014 and 2020.”

The bargaining committee also was successful in defeating any concessions on health care, where members not only held the line but made gains, providing members with a single point of contact for all health care issues. Members also were able to fend off the elimination of their defined benefit pension plan and make improvements to the multiplier, totaling \$3 over the term of the master agreement.

Other improvements in the IP agreement included an improved vacation schedule, upgraded sick and accident benefits, additional maternity and paternity leave, and significant improvements to health and safety language.

“In addition to exploring training for the hourly safety representatives at all 16 locations,” Foster said, “the USW was able to win commitments from management toward developing

a domestic violence leave policy through the USW-IP Labor Management Safety Committee’s focus on Raising the Bar for Women’s Health and Safety at Work, a USW-led Women of Steel initiative rolled out at the USW Convention last year.”

New Essity Contract

The USW’s new master agreement with Essity covers about 1,500 members across seven locations, including Barton, Ala.; Danville, Ky.; Greenwich, N.Y.; Menasha, Wis.; Middletown, Ohio; Neenah, Wis.; and South Glens Falls, N.Y.

Members at Essity make and convert tissue, napkins, paper towels and other similar products for the commercial tissue market. Their new three-year contract includes wage increases of 9 percent over the term, as well as an additional increase in recognition of members’ service during the COVID-19 pandemic.

The USW’s Essity bargaining committee also fought off significant changes that the company sought to make to health care, made improvements to disability leave language, and achieved commitments to address staffing issues around overtime, turnover, and training.

“Over the past several years, USW members across so many industries, particularly in the paper sector, have made sacrifices and worked hard to meet the changing needs of our nation as we faced down a global pandemic, economic crisis and supply chain shortages,” said International President Tom Conway. “These agreements are a big step toward recognizing those contributions, and toward ensuring the future safety and security of workers in the paper industry.”





International President Tom Conway addresses 2,000 union health and safety activists.



THE FOUNDATION OF OUR UNION

Activists Share Commitment to Healthier and Safer Workplaces

It didn't take Eva Diodati and her fellow Local 9562 members long to appreciate the value of union activism on health and safety.

Just a few months after Diodati and about 300 fellow Carnegie Library workers voted to join the union, they were in the midst of bargaining their first contract in early 2020 when the COVID-19 pandemic changed everything.

Members negotiated with management of the 20-location system to ensure workers kept their jobs and continued to be paid through a four-month shutdown, then guaranteed that, when the libraries reopened, workers had proper personal protective equipment (PPE) and other safeguards in place. The local ratified its

first contract in 2022.

"Our primary goal has always been to look out for each other," said member Sierra Baril, who, along with her USW colleagues, received the union's Karen Silkwood Award for building solidarity through health and safety.

Boosting Activism

Baril, Diodati and other Local 9562 leaders led a discussion on the importance of local union health and safety activism at the 2023 USW Health, Safety and Environment Conference this April in Pittsburgh. That dialogue was one of the scores of workshops, training sessions, speeches and other events at the conference intended to bolster member education and activism on health and safety.

Those efforts have already changed millions of lives for the better and will continue to do so if workers keep up the fight, said International President Tom Conway.

"Nobody should be under the illusion that health and safety just takes care of itself," Conway told the gathering of 2,000 USW and Communications Workers of America (CWA) activists at the David L. Lawrence Convention Center in Pittsburgh.

"These things happen because we work hard and we push it. That's what makes us a union. That's what pulls us together. You are the foundation of that. The health and safety work that we do is the foundation of our union."

Growing the Union

That work also is the key to growing the union movement and ensuring it is strong enough to protect future generations of workers, said Steve Sallman, USW director of health, safety and environment.

"We're going to continue to build the union with member involvement and to make healthier and safer workplaces," Sallman vowed as he welcomed his predecessor, Mike Wright, to the stage for an address that celebrated the success USW members and other activists have had in doing just that.

From the creation of the Occupational Safety and Health Administration (OSHA) in 1971 to "right to know" and process safety management rules, to workplace standards for exposure to toxic chemicals, silica, beryllium, and other hazardous substances, workers have



HEALTH AND SAFETY AWARDS

The USW presents the **I.W. Abel Award** to individuals who act heroically to save or attempt to save a life in the workplace. The 2023 recipient was **Amanda West of Local 507**, at Evergreen Packaging, District 9.

The USW presents the **Karen Silkwood Award** to local unions that build solidarity through health, safety and environmental work. The 2023 recipients included **Local 9562** at the Carnegie Libraries of

Pittsburgh, District 10, and the health care workers of **Local 9600** in Oroville, Calif.

The **A.Q. Evans Award** is given to local unions for outstanding accomplishments in occupational safety and health. The 2023 recipients included:

- USW Locals at Bridgestone/Firestone
- Local 1011-9 at Safety-Kleen Systems, District 7
- Local 6486 at Glencore and Canadian Electrolytic Zinc, District 5



won countless victories to improve safety and health, said Wright, who directed the USW’s work on those issues from 1984 to 2021.

“I didn’t accomplish anything,” Wright said. “You accomplished so much, and we in the union accomplished so much.”

Tragic Losses

In some cases, those advancements came in the wake of tragedies that shed light on workplace hazards. That sobering fact was evident on day two of the five-day gathering, when participants memorialized co-workers who lost their lives on the job since the last conference in 2019.

Members stood in reverent silence as 116 workers’ names scrolled on the screens before them, each one representing a life unnecessarily cut short by uncontrolled hazards.

For District 10 Director Bernie Hall, the memorial was a powerful reminder that making safer workplaces is the most important fight union members have.

When he was a budding union leader in 2010, an explosion at the factory where he worked took the lives of two USW members. It was

a day that changed Hall and his siblings forever.

“I don’t know how we got through it, but I know that we wouldn’t have without the membership and resources in our union,” he said.

The Hidden Fight

Marty Warren, national director for Canada, reminded the crowd that on-the-job deaths aren’t the only tragedies that workers experience. Diseases arising from unhealthy conditions also claim countless lives, Warren said.

“This is sometimes more hidden. It creeps up on us and affects us later in life,” he said. “The fight never ends for healthier and safer workplaces.”

As the conference convened, Sallman asked the crowd how many members were attending the event for the first time, and about 70 percent of the hands in the room went up.

Those first-timers included Local 183 members Julian Hernandez, Isabel Moreno, and Ann Marie Ruiz, who work at Providence St. Mary Medical Center in Apple Valley, Calif. The trio said they hoped to use what they learned at the conference to build solidarity in their 750-member local.

Effects of COVID

Many workers are still suffering from the trauma of the COVID-19 pandemic, Ruiz said. That was part of the reason why this year, for the first time, the conference included a track of workshops and training sessions focused on health care.

Hernandez, Local 183 Next Gen coordinator, said he hoped to return home and communicate the importance of health and safety to newer workers who may not know how much the union does for them.

“If I can be a type of bridge to the next generation, that’s my motivation,” he said.

In addition to union leaders, other officials addressing the conference included OSHA Director Douglas Parker; Christopher Williamson of the Mine Safety and Health Administration; U.S. Chemical Safety Board member Sylvia Johnson; and James Frederick, a longtime member of the USW health and safety department who has served since 2021 as deputy assistant secretary of labor for OSHA.

Parker said the administration has an “absolute intolerance” for employers who disregard health and safety.

“We have your backs,” he said.

The J. William Lloyd Award is given to an individual or organization from outside the USW for outstanding service in the cause of worker safety and health. The 2023 recipient was **Randy Rabinowitz**, founder and executive director of the Occupational Safety and Health Law Project.

Members of Local 9562, at the Carnegie Libraries of Pittsburgh, received the Karen Silkwood Award.



TRAINING THE NEXT GENERATION OF NUCLEAR TECHNICIANS



A training program developed by the USW's Tony Mazzochi Center (USWTMC) is helping to address a shortage of radiological control technicians (RCTs) at some of the country's largest nuclear cleanup sites.

A new cohort of junior radiological control technicians-in-training began classes this spring, learning the skills necessary to monitor radiation levels at contamination areas and in the air at worksites to help keep the public and workers safe.

While the training program has been in place for years, the Atomic Energy Workers Council (AEWC) also identified the challenges of training and recruiting workers as a main concern at its March meeting in Arlington, Va. AEWC members from nearly every site agreed that attracting and training new workers is difficult.

The USWTMC, as part of a partnership with USW locals and community colleges, helps to fill that gap by providing quality, accessible instruction for RCTs in Portsmouth, Ohio and Paducah, Kentucky – two towns situated near sites of former gaseous diffusion plants.

The spring cohort includes 23 students at the Portsmouth site and 20 students at Paducah.

A Global Shortage

USW International Vice President Roxanne Brown, AEWC President Jim Key and AEWC members raised the issue of workforce shortages with William "Ike" White, senior advisor for environmental management at the DOE, who spent an hour with the AEWC on meeting day two.

"Rigor in training and planning has deteriorated over the years, and with chip plants and other manufacturing, there will be competing personnel for the workforce on these sites," said Herman Potter, Local 1-689 president at the Portsmouth Gaseous Diffusion Plant in Piketon, Ohio.

White said attracting the talent needed for the nuclear workforce is a challenge not only in the U.S., but around the globe.

"This is about increasing the pipeline for folks who can do the jobs in 15 years, and how we can talk to companies about being more long-term and strategic in their planning," said White.

Jobs For the Future

White credited the USWTMC for its successful training programs of junior radiological technicians and reiterated their importance for the Portsmouth and Paducah communities.

Last fall, USW Local 550 at the Paducah site graduated its first cohort of RCTs with 19 of the 20 graduates going on to secure jobs at the Paducah DOE site after graduation.

Last September's graduating class at Portsmouth, held at the USW Local 1-689 union hall, began with 20 students and ended with 16 graduates.

Josh Murray, a 2022 Portsmouth junior RCT program graduate, said he's looking forward to transferring the tools he's learned in the class to the workplace.

"I understand the importance of this career and the need for radiological protection for both myself, my co-workers and for the general public," Murray said.

Andria Smalley, the lead worker trainer for the Portsmouth program and member of USW Local 1-689, said teaching the courses to community members was an honor.

"I know the students will do great things and be a wonderful reflection of the USW and our RCT program," said Smalley.

The RCT training program is made free to participants through a National Institute of Environmental Health Sciences grant and lasts around six months. The program trains students to be well-prepared to apply for jobs as junior RCTs at the DOE sites after graduation.

If they are hired as junior RCTs, they can later advance to senior RCTs and then to lead technicians.

Leveraging Funding

Brown reminded the council she can use her position as a representative on the Secretary of Energy's advisory board strategically to make requests.

"We need to prioritize our issues and think about how we can use this platform to the council's advantage," said Brown.

"Recruiting new workers and training them to the highest degree of safety standards is near the top of that priority list."

The AEWC will meet again in the Washington, D.C., area in September 2023.

OSHA CITES REFINERY IN WORKERS' DEATHS

TWO BROTHERS LOST THEIR LIVES IN '22 TOLEDO TRAGEDY

Ben and Max Morrissey were brothers by birth and brothers by virtue of their membership in Local 1-346 at the oil refinery where they worked. When they died as a result of an explosion last fall at the Toledo, Ohio, facility, the two workers

left behind families with young children and devastated union siblings.

In the midst of their grief, Local 1-346 members did everything they could to make sure that the tragedy that

claimed the lives of the Morrissey brothers wouldn't happen to another family or another local.

"The local union has done an outstanding job, during an extremely emotional time, to understand the system failures around this tragic incident, and to see what is needed going forward to prevent a similar incident," said Steve Sallman, the USW's director of health, safety and environment. "They have done tremendous work, and they did this as a local union, not individuals."

Ten 'Serious' Violations

In March, the Occupational Safety and Health Administration (OSHA) announced it would be holding the refinery owners to account for the tragedy. Following an investigation in which USW members participated, OSHA, a regulatory arm of the U.S. Department of Labor, cited the

company for 10 serious violations.

OSHA found that BP management failed to train operators properly and violated a number of federal process safety procedures leading up to the incident, including failing to implement proper shutdown procedures.

"Federal safety standards require BP Products North America Inc. to develop company-wide process safety and response procedures that address worst-case scenarios," OSHA Area Director Todd Jensen said. "This tragedy is a reminder of why employers must consistently reevaluate those procedures for accuracy and ensure workers are properly trained to respond in dangerous situations."

Ensuring Future Safety

The financial penalties OSHA issued are set by federal law, and Mike Smith, who serves as chair of the USW's National Oil Bargaining Program, said no amount of money could possibly make up for the loss of the Morrisseys. The best way to honor the brothers' memory, he said, is to make sure no other worker ever suffers the same fate.

"No fines and no amount of citations can ever return our brothers to their families," said Smith, who was a longtime refinery worker before leading the USW's oil sector. "Still, we appreciate the thorough investigation and the actions OSHA has taken. Identifying what led to this horrific incident gets us closer to our goal of making sure something like this never happens again."

Although BP operated the refinery under joint ownership with Cenovus Energy at the time of the tragedy, Cenovus closed on a transaction to purchase BP's interest in the plant and assume full ownership earlier this year.

Rotation Staffing Issue

In addition to identifying management's training deficiencies and process safety failures, OSHA also issued a "hazard alert letter," which identified the refinery's "rotation" staffing system as a potential contributing factor in the tragedy, albeit one for which OSHA did not have the authority to issue a citation.

OSHA said in the letter that the rotation system, in which management regularly switches operators among multiple jobs, "can reduce the expertise and knowledge of operators" and that "this decrease in expertise can negatively affect incident response."

Sallman compared the rotation system to the idea of airline pilots and members of an airline staff occasionally switching jobs.

"Workers cannot become experts at their jobs anymore as a result of this corporate behavior," Sallman said. "This is not just a problem with the oil industry, but a problem in all industries across the country. It is a practice that sets up workers for failure, when they should be setting them up for success."

The U.S. Chemical Safety Board (CSB) also is investigating the tragedy. While the CSB does not have the authority to issue financial penalties, "they have a broader reach than OSHA" to investigate and ultimately to make recommendations that could prevent future incidents, Sallman said.

Memorial Fund Donations

Following the loss of their brothers, Local 1-346 members established a fund to aid the Morrissey families. For more information on how USW members can make contributions to the Ben and Max Morrissey Fund, visit www.usw1-346.com.





RAISING THE BAR

MEMBERS PUSH FOR WOMEN'S HEALTH, SAFETY PROTECTIONS IN CONTRACTS

USW leaders celebrated Women's History Month in March by reaffirming their commitment to fighting to improve the health and safety of all women.

Long before the union made that pledge, however, members had already begun stepping up their efforts to fight for protections for women—at the bargaining table, in the halls of government, and beyond.

“As a union, we will continue the fight for true gender equity and affirm our commitment not simply to equal pay for equal work but also for comprehensive health and safety for all workers,” International President Tom Conway said marking International Women's Day on March 8.

Domestic Violence

A big part of that fight for equality has been the effort to negotiate language into collective bargaining agreements to ensure protections for workers experiencing domestic violence.

Some of the key components of that push include proposals to guarantee paid leave as well as additional unpaid leave for members who are experiencing domestic violence, protection from discipline for survivors, and employer commitments to safety planning and training for peer advocates.

“Our plan is to propose the same consistent language at the table moving forward,” said International Vice President Leeann Foster, who oversees more than 550 locals and 30 councils in the union's paper sector as well as the Women of Steel program. “Expanding this beyond the paper sector is also a top priority, and we encourage locals to work with their staff representatives to

secure these protections for their workplaces.”

USW bargaining committees fought for and won language on domestic violence leave in recent contracts covering tens of thousands of members in steel, paper, tire and rubber, health care and other major sectors. Foster helped workers at major paper companies, including Packaging Corp of America, Domtar, International Paper, Essity and others, secure language on domestic violence leave in their recent agreements.

Addressing the issue of domestic violence through collective bargaining agreements was one part of the USW's “Action Guide for Raising the Bar on Women's Health and Safety,” a 40-page guide initially developed by the union's Women of Steel program and the USW's Canadian office, and later adapted for use by local unions in the United States.

The guide, Foster said, is intended to give members the tools they need to better address members' health and safety concerns.

“Using the union's collective voice and harnessing the solidarity of the membership are the best ways to bring these topics to the forefront,” Foster said. “Through bargaining, we can push for the buy-in we need from management and ensure that these protections are in place for future generations of workers.”

Range of Issues

In addition to addressing the need for leave for workers experiencing intimate partner abuse, the guide provides tools members can use to address other issues, including harassment, gender identity, ergonomics, work-life balance, restrooms and

change rooms, uniforms, personal protective equipment, and reproductive health. Members can find the guide at: usw.to/raisingthebar.

“It's important that we make sure that management at our workplaces views all of these issues through a woman's lens,” Foster said. “This guide gives USW members the tools they need to address a wide range of women's health and safety concerns.”

Unlike some other workplace issues, the problem of domestic violence is at times invisible even to those closest to the victims. Yet it is clearly an epidemic; hotlines in the United States receive, on average, more than 20,000 phone calls per day, according to statistics from the National Coalition against Domestic Violence.

About one in four women and 14 percent of men in the United States have experienced physical violence from their partner.

Time Off Crucial

Longtime USW member Mayson Fulk experienced domestic violence after moving to Canada with his then partner. He was able to find his way out of that volatile situation, only to find himself in another abusive relationship shortly thereafter.

Fulk said he experienced attendance issues at work as a result.

“When you're up all-night fighting, you don't want to be at work the next day,” Fulk said. “It takes a toll on your mental health. One particular time we got in a physical altercation, and I had to take three days off work because I didn't want to have to explain the black eye.”

Union-negotiated domestic



FOSTER:

UNIONS CAN HELP BREAK BARRIERS FOR WOMEN IN INDUSTRY

Unions play an important role in breaking down barriers for women who work in manufacturing jobs, International Vice President Leeann Foster said in a panel discussion this spring that focused on sharing perspectives from women in the sector.

A recent report from the Institute for Women's Policy Research (IWPR) and the AFL-CIO Industrial Union Council "shows that many women are thriving in manufacturing," Foster said. "But it also highlights practices that need to change for manufacturing to attract and retain a diverse set of women."

Many women begin working in manufacturing looking for good, family-supporting jobs but face a host of challenges, including failed recruitment efforts, lack of respect and harassment in the workplace, child care issues and limited opportunities for advancement, according to the report.

Foster, who also oversees the union's Women of Steel program, said strong language in union contracts is one of the best tools in addressing these concerns.

"It's critical for unions to focus on bargaining around diversity, equity and inclusion programs so workers of all genders and backgrounds can understand how to respect each other," said Foster.

Manufacturing employs one in 10 workers in the United States, fewer than one-third of whom are women. Changing that would be good for workers and employers, she said.

"Diverse workplaces are better, more productive workplaces," she said. "Women are an untapped resource, and the views and perspectives of women manufacturing workers are invaluable."

violence leave can help to fulfill that need. The language can provide paid or unpaid time off for court appearances, relocation, counseling and more, enabling survivors to attend to pressing obligations without expending vacation or sick days.

USW Women of Steel leader Teresa Cassady counts herself lucky that, when she experienced domestic violence, she had an understanding boss at her workplace who helped her.

"Had my supervisor not heard, or cared, I don't know what I would have done," said Cassady, who now serves as assistant director of District 1. A video of Cassady's harrowing story, which members have used in bargaining to introduce domestic violence language, can be found on the USW YouTube channel: youtube.com/steelworkers.

Contract Language

Having strong contract language means members don't have to hope that they have a boss, as Cassady did, who is sympathetic to their situation.

During their most recent rounds of bargaining in the steel industry this past summer, USW members fought to enshrine domestic violence leave language in the union's contracts with the top two steelmakers in the United States—Cleveland-Cliffs and U.S. Steel.

International Vice President Dave McCall, who chairs several of the USW's major bargaining committees, including those at Cleveland-Cliffs, ATI and Good-year, said the union's job of protecting members should not end at the workplace gates.

"The job of any union is to recognize the needs of workers and their families and do what we can

to help them meet those needs," McCall said. "Ensuring the safety and security of workers and families is something we should be fighting for every day, in our workplaces and in our communities."

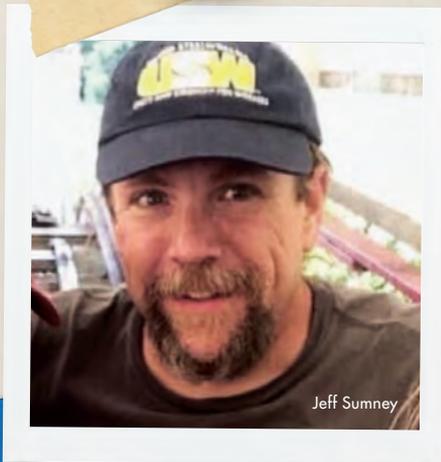
Emily Brannon of Local 310L in Des Moines, Iowa, lost two co-workers to domestic violence over a three-year span, leaving her and other members reeling.

Their grief put them on a quest to save others by bargaining paid domestic violence leave into their contract with Bridgestone-Firestone.

"I think it shows that we're sensitive to the issues of our members," explained Brannon, treasurer of Local 310L and a member of the local's Women of Steel committee, who knew both of the members fatally shot by their abusers between 2014 and 2017. "We have a very diverse work force and membership, and there are a variety of issues outside of work that members may be dealing with."

The last thing workers experiencing domestic violence should have to worry about is losing their job as a result of the abuse, Foster said. She said that USW activism on the issue has helped to open employers' eyes to the need for contract language to address it.

"Once we bring it to employers' attention, they really see the value of making sure that there's a policy in place so that anyone who's encountering this issue in their life can bring that forward to management and it's dealt with confidentially," Foster said. "I've been so proud of our brothers and sisters because this language is being brought to the table across the U.S. and Canada."



WHO THEY ARE
LOCAL 3403

WHERE THEY ARE
CANONSBURG, PA.

WHAT THEY DO
**PRODUCE ALL-CLAD HAND-
CRAFTED COOKWARE AND
KITCHENWARE**

#USWMade is a feature focusing on products made by USW members that consumers can purchase in stores or online.

Follow the #USWMade hashtag on social media and check out the #USWMade playlist on YouTube to learn about other products made by USW members. If your local makes a product that you would like to feature in *USW@Work*, send an email to: editor@usw.org.

— MAKE IT WITH —

Union-Made COOKWARE

After canceling the event for a few years due to the COVID-19 pandemic, All-Clad held its first factory sale since 2019 this past December. The event drew hundreds of eager customers from across the region to Washington County, Pa., where USW members make the cookware known to chefs – both amateur and professional – as the best in the world.

“It’s top-of-the-line stuff, the best cookware you can buy,” said Jeff Sumney, vice president of Local 3403, who has worked at the All-Clad factory for nearly 30 years. “It’s the kind of thing that can make an average cook a much better cook.”

What sets All-Clad apart is the craftsmanship of USW members. The company boasts in its product descriptions that before a piece of cookware leaves the factory, more than a dozen skilled hands work on it.

Sumney provided a set of those hands for years, working in production before becoming an electrician in the factory’s maintenance department. As an officer in the amalgamated local that represents 125 workers at All-Clad and scores of other members at other workplaces in the area, he knows that the USW makes a difference, both in the quality of the products at All-Clad, and the quality of life for workers.

“The union makes sure we get the raises and benefits that we deserve, and it’s steady work. There’s only been one layoff in my entire time here,” Sumney said. “There can be as much overtime as you want to work, which isn’t a plus for

everyone, but it is for some people.”

All-Clad products are unique in that they are created through the layering and bonding of several metals, such as copper, aluminum and stainless steel, together to maximize the performance and durability of the cookware.

“All-Clad is always innovating and coming up with new ideas, and that’s what makes it the best,” Sumney said. “They are constantly on the cutting edge and constantly copied by other manufacturers.”

While about 90 percent of All-Clad cookware is produced by USW members at the Pennsylvania site, some items bearing the All-Clad label are produced overseas, so District 10 Director Bernie Hall cautioned buyers to check before the buy to make sure they’re supporting union workers.

“USW members make the best stuff on earth,” Hall said. “And when we buy it, we want to make sure we’re getting the real thing.”



SUPREME COURT DECISION COULD HURT STRIKERS



If anti-union corporations have their way, the U.S. Supreme Court could deliver a ruling later this year that would severely limit the rights of striking workers and starve unions of precious financial resources.

At a time when worker activism is on the rise across the country, corporate forces are pushing back, asking the justices to rig the scales and help them kill future strikes before they even begin.

The case, for which the court heard arguments earlier this year, stems from a lawsuit that Glacier Northwest, a company in the state of Washington, filed against the International Brotherhood of Teamsters. The company was asking the union to compensate the company for ready-mix concrete that went to waste when drivers went on strike for a week in 2017.

The Washington Supreme Court threw out the case, but Glacier Northwest appealed to the high court, betting that the right-wing majority that has already proven its animosity toward unions might be willing to rule against

working people once again. Though the court has yet to decide the case, justices typically hand down rulings before they recess for the summer in late June or early July.



said Oliveira, pointing out that the right to strike helped working people over many decades win not only fair wages but retirement security, safer working conditions and fairness on the job. “It’s rotten when it comes to that point. It’s very hard on families. It’s not any fun. But I think it’s probably the greatest weapon we have in our arsenal.”

In the case of Glacier Northwest, the company failed to make adequate preparations for a strike, leaving it unable to deliver the concrete that remained in drivers’ trucks at the start of the walkout. The company is seeking

Joe Oliveira, vice president of USW Local 1357 in New Bedford, Mass., helped to lead his co-workers through an unfair labor practice strike against multibillion-dollar specialty steel-maker ATI in 2021. He said that the right to strike is an important weapon for unions to stand up to corporate greed.

“That’s our greatest strength,”

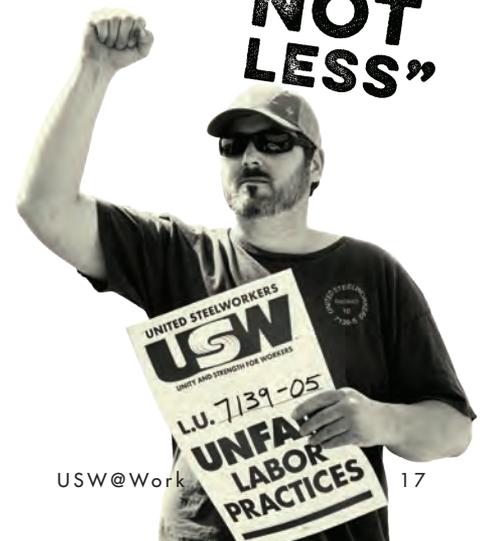
to hold the union liable for the undelivered product. A decision in the company’s favor would severely weaken one of the core aims of a strike – to put economic pressure on unreasonable employers.

“If you’re worried about losing product, don’t be a jerk. Sit down with the union,” Oliveira said, stressing that unions strike only as a last resort.

A decision against the union would mean that American corporations would have even more power to force union workers into less-favorable contracts.

“We can’t afford to go backward,” Oliveira said. “We need to go forward. We need more rights, not less.”

“WE NEED MORE RIGHTS NOT LESS”



STRENGTH IN NUMBERS

Grassroots Activists Prepare for First In-Person Conference Since 2019

When DeJonaé Shaw traveled to Washington, D.C., in 2019, to fight for passage of a workplace safety bill along with hundreds of her fellow USW Rapid Response activists, she never thought it would be four years before they would be back together on Capitol Hill.

“The work that we all do collectively is so important, to make sure lawmakers listen to working people,” Shaw said. “Attending lobby days in D.C. and in our states is a constant reminder that there is strength in numbers.”

Making Voices Heard

As a result of the COVID-19 pandemic, though, USW members haven’t been able to show that collective strength in person in Washington since 2019, when Shaw and others held rallies and visited lawmakers to call on them to pass the Workplace Violence Prevention for Health Care and Social Service Workers Act.

That effort, led by the USW’s Rapid Response team, was a success in the U.S. House, where the violence-prevention bill passed that fall with bipartisan support before failing to make it through a divided Senate.

Still, for Shaw, a nurse and a member of Local 7600 at Kaiser Permanente in California who also serves as a legislative coordinator for her 7,500-member local, it was important for USW members, especially health care workers, to make their voices heard.

“The issues facing our workplaces and our communities are too dire to sit on the sidelines,” she said. “We have an opportunity to talk to members of Congress from other states and to make sure they understand our perspective and the work that we do.”

Upcoming Conference

USW members from across the United States will have that opportunity again this spring during the union’s 2023 Rapid Response, Legislative and Policy Conference from June 11 to June 14. The conference will include training sessions, panel discussions and a lobby day in which members will take their concerns directly to their elected officials.



Rapid Response is the USW's nonpartisan grassroots education and communication program that provides every district, every local and every member in the United States with the opportunity to learn about and to take action on workplace-related issues in Washington, D.C., and in state capitols around the country.

"Every time we go to work, every time we organize a workplace, and every time we sit down to negotiate a contract, the laws that are coming out of Washington, D.C., and out of our state capitols come into play," said International President Tom Conway. "That's why Rapid Response is so important – it gives workers a chance to make their voices heard, and to magnify those voices in a way one person can't do on their own."

Retirement Security

One of the major initiatives of this year's conference will be to mobilize members for the "No Cuts to Retirement Security" initiative, an effort to make sure that important safety net programs don't suffer from funding cuts as a result of the debate in the U.S. House over raising the nation's debt ceiling.

Local unions around the country have passed resolutions this spring calling on Congress to quickly raise or eliminate the debt ceiling without any spending concessions that would harm Social Security, Medicare, or Medicaid now and to protect these programs moving forward.

"Some members of Congress like to behave as if decisions on the debt ceiling and the debate over our federal budget are one and the same," said International Vice President Roxanne Brown, who oversees the union's legislative agenda. "They are not. The debt limit is about decisions our government has already made, and money that has already been spent. It's about paying our bills on money that has already been allocated."

Brown pointed out that, even when the time comes to make decisions on the budget, there is no reason to slash

retirement security. Social Security provides crucial benefits to more than 65 million people, and Medicare provides health care to more than 63 million Americans, she said.

"There's zero reason to make American working families and retirees suffer," Brown said. "Workers have paid into these programs their entire lives, and the security they provide is a vital lifeline for millions of people."

Capitol Hill Visits

The highlight of this year's Rapid Response, Legislative and Policy Conference could be the lobby day that traditionally closes out the event. That's when hundreds of USW members travel to the U.S. Capitol to speak to their elected officials about what matters most to them. The "no cuts" message will likely take center stage this time.

"Too often, elected officials are removed from the work that we do, and seeing us in the halls of Congress is a constant reminder that they are there to represent us," Shaw said. "It's critical and it's pivotal for the labor movement to show up, because it's an accountability measure for our elected officials."

"It's not always the person that has the most money that wins," she said. "It's who can capture the hearts and minds of people."

Shaw said she is looking forward to talking to lawmakers about preserving Social Security and Medicare.

"People work their entire lives paying into a system that is supposed to protect them," she said. "We always need to do what we can to preserve these funds."



USW activists are working to pass legislation in a number of states to support veterans. Listen to the latest episode of *Solidarity Works* to learn more about the campaign.

2023 CONFERENCE

The 2023 USW Rapid Response, Legislative and Policy Conference will be held from June 11-14, 2023, in Washington, D.C. To register or find more information, visit www.usw.org/RR-conference. Members can also receive mobile alerts about the conference by texting USWRR2023 to 69866.



Defeating Anti-Union Laws

USW Members Lead the Way in Turning Back State-Level Attacks

When right-wing anti-union forces rammed an anti-union law through the Michigan legislature in 2012, Jay McMurrin resolved to fight back.

The longtime USW member, who worked at McLouth Steel for 27 years, campaigned for a decade alongside hundreds of other union supporters to put a pro-worker majority back in power.

That struggle culminated in victory in March, when new Democratic majorities in the Michigan House and Senate voted to repeal the deceptively named “right-to-work” laws. The laws provide no rights for workers but, instead, are designed to starve unions of funds by allowing workers to opt out of paying dues while still reaping the benefits of membership.

“‘Right to work’ is simply a union-busting scam that the Republicans dress up as ‘choice,’” McMurrin said. “It weakens the local union. It weakens every worker’s position when you get into collective bargaining, when you get into grievance hearings, when you get into arbitrations. The boss knows your weaknesses, and he exploits them.”

Gov. Gretchen Whitmer signed the repeal on March 24, delivering the latest in a string of victories for workers mobilizing to build strength across the country. In addition, the Democratic governor signed legislation to reinstate the prevailing wage standard for state-funded construction projects.

Dividing Workers

In addition to draining unions of funds, so-called “right to work” laws are designed to drive a wedge between workers, eroding the solidarity that provides the foundation of union strength and depleting the resources workers need for effective bargaining, training and other essential purposes.

Workers in states where “right to work” is the law make significantly lower wages than counterparts in other states. They’re also less likely to have employer-provided health insurance and retirement plans than other workers. At the same time, workers in “right to work” states face a higher risk of dying on the job because they lack the strong, unified voice needed to fight for workplace safety.

“Everything I have is because I was a Steelworker,” said McMurrin, who recalled that unshakable solidarity among his co-workers not only ensured good contracts and safer working conditions but kept their employer in business.

“The steel mill that I came out of was in financial trouble for 13 years, and the Steelworkers fought to keep the place open nearly every day of those 13 years,” said McMurrin, citing the busloads of USW members who converged on Washington, D.C., in the 1980s to demand support for the company. “We actually kept the place going so more people qualified for pensions and employer-sponsored health care.”

Playing the ‘Long Game’

Sadly, despite successes like that, Michigan’s GOP legislators conspired with corporations and other anti-union interests to undermine worker power.

McMurrin was among the 10,000 protesters who packed the statehouse in a last-ditch effort to stop Republicans from pushing the union-busting law through during the 2012 holiday season.

“They rammed this through a lame-



“‘Right to work’ is simply a union-busting scam that the Republicans dress up as ‘choice.’”

Jay McMurrin
SOAR member

POWER

RTW

Michigan Gov. Gretchen Whitmer signed the “Restoring Workers’ Rights” bills on March 24.

duck session when a third of the House wasn’t coming back and another third would never have to answer for the vote that they took,” he said. “They rammed it through with no hearing, no public input.”

Union members lost that skirmish but won the war. After Republicans passed the legislation over protesters’ objections, McMurrin said, workers and their allies launched a “long-game” plan to reverse it.

They helped pass a 2018 referendum that took redistricting out of the hands of partisan political hacks and put fair-minded citizens in charge of the process. New, equitably drawn legislative districts enabled voters to elect pro-worker lawmakers willing to represent them rather than corporations.

“This victory, correcting a grave injustice to working families, occurred only because union members helped elect Democratic, pro-worker majorities to the House and Senate last fall,” said USW District 1 Director Donnie Blatt, who leads USW members in Michigan and Ohio.

And those pro-worker majorities,

in turn, speedily acted to repeal the misnamed “right to work” laws. For McMurrin, the victory highlighted both the power of collective action and the importance of electing the right people to office.

“Our members are always asking us, why do we support Democrats. This is the example,” he said. “When they made Michigan a right-to-work state, every single Republican voted yes. Every Democrat voted no.”

Bipartisan in Montana

While Michigan’s “right to work” battle was intensely partisan, USW members in other states have also fought back, amid growing support for organized labor, with support from members of both major political parties.

Republicans in Montana helped to defeat the anti-union measure, including Republican Sen. Jason Small, a member of the International Brotherhood of Boilermakers, who described his 26 years of union membership as a “heck of an opportunity” in his life.

“It has nothing to do with red or blue. It’s what’s right for people

and their families,” explained Curtis Schomer, vice president of USW local 11-0001.

Schomer, who ran as a Republican candidate for the Montana House last year, repeatedly traveled to Helena, the state capital, to rally and testify against the bill.

Schomer expects pro-business interests to continue to push RTW in Montana. But he predicted those efforts will fall flat in communities that not only have a rich legacy of labor activism but continue to appreciate the benefits unions provide.

“Our unions do a lot for our communities,” Schomer said. “They especially do a lot on workplace safety. People see that.”

Kent Holsing, president of USW Local 12075 in Midland, Mich., and one of thousands of union members who traveled to Lansing to demand the repeal of “right to work” there, said the motivation behind “right to work” is simply to sabotage the labor movement.

“It’s all about dividing and conquering,” he said. “It’s an effort to undermine the effectiveness of the union.”



CONWAY TAKES SEAT ON KEY TRADE PANEL

The White House announced in March that it had appointed International President Tom Conway to the Advisory Committee for Trade Policy and Negotiations (ACTPN).

Working closely with the U.S. Trade Representative's office, ACTPN members representing labor, business and other fields provide guidance during negotiations for new trade agreements and help monitor trade pacts already in place.

President Conway said he hopes to use his voice on the ACTPN to help President Joe Biden achieve goals crucial to the nation's future.

"USW members know firsthand the importance of enacting and enforcing trade policies that enable American workers to compete on a level playing field with their counterparts around the world," Conway said. "I'm honored to safeguard and advance their interests as a member of ACTPN."

Targeting Russian Products

Conway also joined Titan International, Inc. in February in calling for restrictions on downstream products made from Russian petroleum inputs, citing in particular

concerns about imports of off-the-road (OTR) tires from India.

The USW and Titan shared their concerns in a joint letter to President Joe Biden.

"The United States and its allies rightly issued sanctions against Russian petroleum after Putin's unprovoked attack on Ukraine," said Conway. "But Russia and Russian producers managed to find ways to utilize producers in third-party countries to continue profiting from exports. This not only hurts our Ukrainian allies and prolongs the war, but also undercuts domestic industries."

India was not among the nations to ban imports of Russian oil products, like the carbon black needed for OTR tires, and it now functions as one of Russia's top export destinations. Russia is also India's top source for oil imports.

At the same time, exports of Indian OTR tires to the United States jumped by nearly 38 percent compared to the same period in 2021.

"We owe it to workers in both Ukraine and the United States to close this loophole and starve Russia's war effort once and for all," Conway said.

AAM'S PAUL URGES ACTION ON CHINA

China's economic policies are a "clear and present danger" to American workers, U.S. innovation and national security, and the lack of action to address those dangers over the past two decades has helped China undermine America's manufacturing base.

That was the central message Scott Paul, president of the Alliance for American Manufacturing (AAM) delivered in February when he testified before the new House Select Committee on the Strategic Competition Between the United States and the Chinese Communist Party.

"Fifty-one years of wishful thinking by American leaders have failed to alter that dynamic," Paul said, pointing out that China produces 54 percent of the world's steel and 51 percent of its float glass, as well as 75 percent of the world's electric batteries and 80 percent of several vital pharmaceutical components. In contrast, U.S. market share of those products has fallen substantially in the last two decades.

Lack of concerted U.S. action on the trade imbalance, coupled with American investments in the country, have fueled the fire – annual foreign investment in China grew from \$11 billion in 2000 to \$118 billion in 2021, Paul said.

In his testimony, Paul offered numerous suggestions on how Congress should respond to the threats China poses, including enhancing restrictions on semiconductor technology exports, reviewing and then suspending or revoking permanent normal trade relations with China, passing the Leveling the Playing Field Act 2.0, expanding the Transportation Infrastructure Vehicle Security Act, and implementing more secure practices for screening outbound investments.

"I believe the U.S. now has the seeds of policy in place to realign our supply chains and develop our domestic capabilities, but more needs to be done," Paul said.

ITC INVESTIGATING TIN MILL IMPORTS

The U.S. International Trade Commission (ITC) will consider duties on tin mill imports after a preliminary investigation found that the U.S. industry is materially injured by imports of the products from eight countries.

Roy Houseman, USW legislative director, testified Feb. 8 before the ITC in support of the U.S. Department of Commerce's investigation into the dumping of tin mill products from eight countries, including China, Germany, South Korea, the Netherlands, Taiwan,

Turkey, Great Britain and Canada, as well as a countervailing duty investigation of tin mill products from China.

Houseman told the ITC that the USW represents all of the production workers who make tin mill products in the United States, and that U.S. producers suffered hundreds of millions of dollars in losses since 2006 as a result of unfair imports.

"We cannot wait any longer," Houseman said. "No more shut-downs. No more threat of layoff due

to the devastating impacts of rampant unfair trade."

A preliminary determination on countervailing duties was due in April, and preliminary determinations on anti-dumping duties are due in late June.

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

USW LEADER URGES SENATE TO SUPPORT ALUMINUM INDUSTRY

A healthy U.S. aluminum industry is a critical component both of the country's national security and its economic well-being, the USW's Andy Meserve told the U.S. Senate's Finance Committee at a February hearing, during which he urged the 27-member panel to act in support of U.S. aluminum producers.

"The policy decisions you all make in trade will impact whether we have a domestic aluminum industry or not," said Meserve, who serves as president of Local 9423 at the Century Aluminum smelter in Hawesville, Ky.

The committee's hearing, the first trade hearing of the new Congress, was labeled "Ending Trade that Cheats American Workers by Modernizing Trade Laws and Enforcement, Fighting Forced Labor, Eliminating Counterfeits, and Leveling the Playing Field."

Meserve made it clear that, while rising energy costs are a factor in the U.S. aluminum industry's struggles, unfair trade is the long-

term reason why his facility, which was temporarily idled last August, is one of only six primary aluminum smelters left in the United States.

"My immediate recommendations to you are that we update our trade enforcement laws to quickly respond to illegal trade practices," Meserve said, urging the lawmakers to swiftly enact trade rules that better account for worker abuses and environmental pollution, and to prioritize efforts to stop illegal goods at the border.

When it is operating, the Hawesville smelter employs 650 workers and is capable of producing 250,000 tons of primary aluminum each year. Overall, U.S.-based aluminum production has declined from 3.7 million metric tons from 23 smelters in 2000 to just 880,000 metric tons in 2021.

Meserve said that, to adequately address the industry's crisis, the Senate must pass the Leveling the Playing Field Act 2.0, which would update U.S. trade laws and provide workers with new tools to fight illegally traded goods. In addition, he said, the

U.S. should prevent Russian aluminum imports from entering the U.S. market.

"It is hard for me to sit at this table and not get angry that we allow Russian aluminum imports to enter our country while 500 of my brothers and sisters, fellow Americans, are out of work who could make the same product," he said.

Meserve also pointed out that he believes that the Hawesville facility is the last of its kind in the NATO region that makes the high-purity aluminum used in a number of defense and aerospace applications.

The committee chair, U.S. Sen. Ron Wyden of Oregon, acknowledged that the COVID-19 pandemic and resulting supply chain issues have made the past several years a challenge for manufacturing workers, and said that he hoped the Senate could provide some relief.

"We want to come up with some policies," Wyden said, "that give workers more of a chance to get a fair shake."

Meserve said that he hoped that, with decisive action from the Senate leading to stronger trade enforcement, the aluminum industry could once again provide good, family-supporting jobs for USW members.

"My job helped me raise a family and allowed me to call Kentucky home," he said. "With proper trade enforcement and improved energy security, I believe we can restart and make aluminum in Hawesville for decades to come."





USW SHOWS SOLIDARITY WITH STARBUCKS ACTIVISTS



IN MEMORIAM **TOM DONAHUE, 94** Former AFL-CIO President

*union
yes*



USW member and Canadian Starbucks worker Sarah Broad, along with USW organizer Deepak Kullar, traveled to Washington in March in a demonstration of solidarity with Starbucks workers in the United States, who continue to unionize in large numbers despite intense opposition from the multibillion-dollar corporation.

The pair were in attendance on March 29, when billionaire Howard Schultz, the longtime chairperson and chief executive officer of the coffee giant, testified before the U.S. Senate's Health, Education, Labor and Pensions Committee. Schultz faced intense questioning from Senate leaders, including committee chair and Vermont Sen. Bernie Sanders, about the company's union-busting behavior.

"Starbucks has waged the most aggressive and illegal union-busting campaign in the modern history of our country," Sanders said. "The fundamental issue we are facing today is whether we have a system of justice that applies to all, or whether billionaires and large corporations can break the law with impunity."

Employees at about 300 of the company's U.S. coffee shops have voted to unionize in recent years. In response, Starbucks has closed some of those stores and fired employees who have been active in union organizing efforts.

The USW has organized several Starbucks locations in Western Canada, beginning with the first unionized store in the country, in Victoria, British Columbia, in 2020.

Tom Donahue, former AFL-CIO president and an active and innovative labor leader for six decades, died on Feb. 18, 2023, at 94.

Born in 1928, Donahue grew up in the Bronx, the son of a union construction worker. He began his labor career in 1948 as a part-time organizer for the Retail Clerks International Association and went on to earn a bachelor's degree in labor relations as well as a law degree.

Donahue served as an assistant secretary of labor under President Lyndon Johnson, and as a leader in the Service Employees International Union (SEIU).

In 1979, he was elected secretary-treasurer of the AFL-CIO, a position he held until 1995 when he was named interim president, succeeding Lane Kirkland.

During the Kirkland-Donahue years, the AFL-CIO leadership sought to make advancements in technology, to promote diversity in union leadership, to build coalitions with other organizations, and to commit the labor movement to larger social issues, such as the solidarity movement in Poland and opposition to South African apartheid.

AFL-CIO President Liz Shuler and Secretary-Treasurer Fred Redmond remembered Donahue's global impact.

"Donahue's influence extended well beyond our nation's borders. He powerfully advanced the cause of democracy and ensured the link between anti-democratic movements and worker oppression was clear to leaders here and abroad," they said in a statement. "Donahue put every ounce of his being into the labor movement he loved from the moment he joined it."



IN MEMORIAM RICHARD MORGAN, 87

President of Flint Glass Workers

Richard Morgan, who was active for four decades in the American Flint Glass Workers Union (AFGWU), ultimately serving as the organization’s national president, died on Jan. 20, 2023, at the age of 87.

Born in 1935, Morgan began his union career as a draftsman with Toledo Mold in the 1950s following a stint in the U.S. Army. He quickly became active in the AFGWU and served as local union president for 15 years.

In 1973, Morgan became a staff representative, a role in which he had success both as a union organizer and skilled contract negotiator. Morgan became the first vice president of AFGWU in 1989 and the union’s national president in 1998.

At its peak, the AFGWU had 35,000 members. The union merged with the USW in 2003.

Tim Tuttle, who worked as a staff representative during Morgan’s tenure as AFGWU president and later served as the organization’s president himself, said Morgan never forgot his working-class roots.

“He was a union guy through and through,” said Tuttle, who served as chair of the USW’s Glass Industry Council until his 2019 retirement. “He busted his butt to help working people.”

While Morgan always remained true to the cause of workers, Tuttle said, he also was a consummate professional who never failed to show up for meetings in a suit and tie. Tuttle recalled a ratification vote in the midst of a heat wave. Despite temperatures of 90-plus degrees, Morgan remained in his suit and tie for the duration of the meeting.

“He said, ‘If a tie is good enough for the company, it’s good enough for me,’” Tuttle recalled. “He always met the company face to face.”

BLACK LABOR WEEK

Empowers

ACTIVISTS AND COMMUNITY

Members of the USW and other labor organizations spent the 12th Annual Black Labor Week in Gary, Ind., engaging with members of the community and learning from each other.

Labor and civil rights activists traveled from across the country to spend the week attending panels, including a discussion centered on Black males and another on Black women’s empowerment. Members also gave back to the community by serving breakfast at the Northwest Indiana Veterans Village and talking to local students about the labor movement.

District 7 Next Generation Sub-Coordinator E.J. Jenkins started Black Labor Week in 2011 to bring people together from different communities,

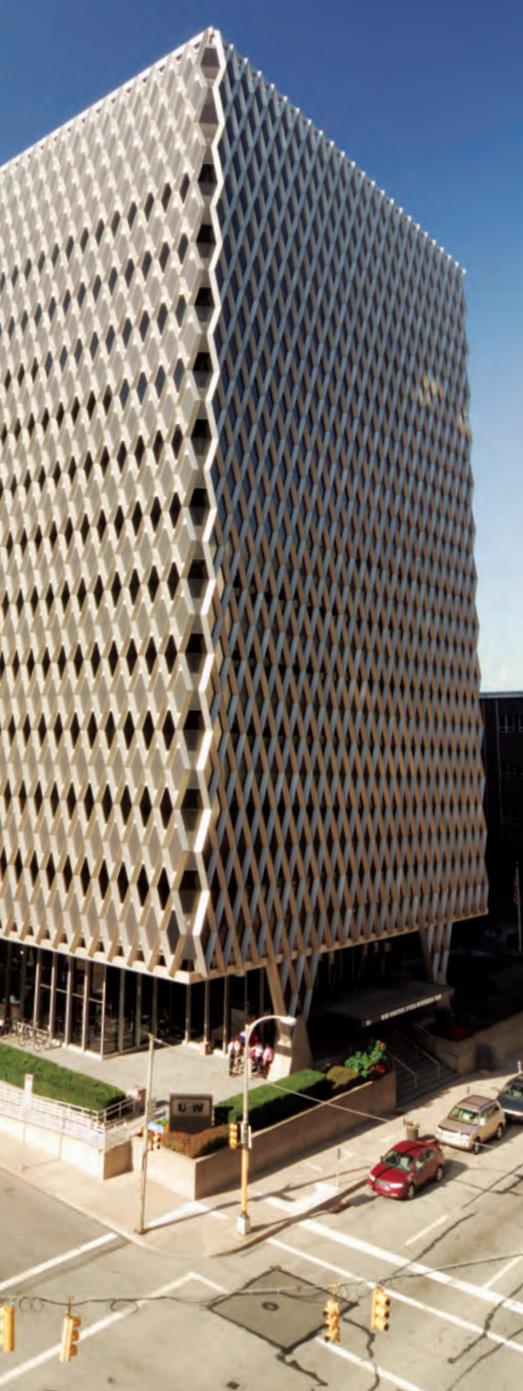
especially those from outside the Gary area who may not be familiar with the struggles the city has faced due to white flight and attacks on its education system.

Jenkins said he was proud that this year’s gathering of activists was the largest in the event’s history.

“I try to be appreciative of every blessing that I receive,” he said. “In this case, that blessing is growth.”

USW Vice President at Large Roxanne Brown delivered the keynote speech at the end of the week, encouraging activists to take what they learned and experienced in Gary to their own communities. Brown also received the Vanessa Jenkins Racial Justice Award.





A GOLDEN ANNIVERSARY FOR STEELWORKERS

When the USW moved into its headquarters in the spring of 1973, the building was only nine years old, but was already known for its unique diagonal grid exterior and “inside out” design, in which the outside framework provides much of the building’s support.

The former IBM building, dedicated in 1964, had workers from its namesake computer company as well as U.S. Steel employees among its tenants before the Steelworkers’ officers and staff moved in 50 years ago this spring.

Retired Secretary-Treasurer Jim English remembers the building and the union’s move into it as a pivotal moment in shaping the way the USW operates.

“There was a lobbying effort to move the headquarters to Wash-

ington D.C., since several other major unions had a presence there,” said English. “Moving into the new building showed a real commitment to Pittsburgh – not only to the workers but to people outside of the city as well.”

In 1989, the building was renamed for former International President I.W. Abel, who served in that role during the union’s move. At the time, Abel told *Steel Labor*, the predecessor of *USW@Work*, that the decision was meant to convey stability.

“Pittsburgh is the focal point of the steel industry, and this is where a large proportion of our members work, live and raise their families,” he said. “Our proposed new home here will be a symbol of our union’s permanence.”

English said the move also was the begin-

ning of a more modern operation for the USW.

“At the time, ‘we’ve always done it this way,’ was a common line throughout the organization,” he said. “The move helped us focus on efficiency.”

International President Tom Conway said the building continues to be a symbol of the labor movement’s solid foundation.

“The USW building is a beacon in the city of what it means to be union strong,” said Conway. “If the last 50 years have been any indication, our union has a rich future ahead of us in the space.”

The building is LEED certified, is listed on the National Register of Historic Places, and is designated as a landmark by the Pittsburgh History and Landmarks Foundation.



USW LEADERS HELP TO GUIDE LGBTQ+ ACTIVISM

USW leaders are providing support and solidarity to labor and civil rights activists within the union and around the world as they fight for the civil rights of LGBTQ+ workers everywhere.

Brittani Murray, of the USW International Civil and Human Rights department, also serves as co-president of Pride at Work, an AFL-CIO affiliate focused on LGBTQ+ rights. Earlier this year, she led a seminar for 30 union and civil rights activists from Albania,

Kosovo, North Macedonia and Serbia.

Murray said the southeastern European nations provide some legal protections to LGBTQ+ workers, but they remain vulnerable.

“They have some workplace protections in place, but, socially, they’re still trying to work through these issues,” Murray said. “They are trying to buck a system that has made it very difficult to have these discussions, but they are doing it anyway, and they need support.”

USW Delegation Builds Solidarity with Workers in Liberia

USW representatives and leaders from the AFL-CIO traveled to Liberia in March to build solidarity with the nation's rubber workers and other activists in the Liberian labor movement.

International Vice President Kevin Mapp led the delegation, which included International Affairs Director Ben Davis and Mike Zielinski of the USW strategic campaigns department, as well as Sonny Ogbuehi and Deddeh Tulay of the AFL-CIO Solidarity Center, which recently reestablished its office in the country.

The group met with partners in the Firestone Agricultural Workers Union and engaged with rubber plantation workers as well as members of the United Workers Union of Liberia, which represents

workers in mining and energy, including at operations of ArcelorMittal. They also held meetings with the Liberian Labor Congress and an agricultural union representing palm oil workers, as well as meetings at Liberia's Ministry of Labor and the U.S. Embassy.

The group is building international solidarity to help workers in Liberia overcome challenges and address issues including labor rights, women's empowerment, child labor, and contracting out of union

work. In addition to those issues, Liberia's workers in recent years have been forced to confront the life-threatening issues of war, poverty and disease.

With help from the USW and the Solidarity Center, Liberian unions in 2007 established the first independent and democratic union at Firestone. Other unions built on that success, conducting successful organizing drives at a number of mining companies, including the iron ore open pit mines of

ArcelorMittal.

Liberia's labor movement, however, has limited resources and continues to face greedy, anti-union employers and a pro-corporate government. Union members are working to build strong organizing and communication networks to combat these challenges.

"Labor activists from around the world must work together to confront these challenges so that all workers everywhere have the opportunity to organize and advocate for desperately needed improvements to their working lives," Mapp said. "A strong, independent, worker-centered movement is one of the best hopes for building a better society in Liberia."



International Vice President Kevin Mapp, center, led a USW delegation to Liberia in March.



Murray and other U.S. labor leaders plan to continue to provide that support by sharing their own guidance gained from their experience fighting for civil and human rights at home and abroad. The battle for civil rights, she said, doesn't end when workers go home at the end of their shifts, particularly when anti-LGBTQ+ politicians are ramping up their agenda.

In the United States alone, during the first three weeks of 2023, politicians introduced 124 pieces of legislation restricting the rights of LGBTQ+ people, putting at risk their safety,

freedom of expression and access to health care.

Murray said that with rights under attack in the United States and around the world, labor leaders must be proactive and fight for strong contract language.

"Good contract language leads to better workplaces, and ultimately to a better society," she said.

Political activism is equally important, and has paid dividends already this year. In Michigan, Gov. Gretchen Whitmer signed a measure in March that expanded the state's civil rights

law to ban discrimination based on sexual orientation, gender identity and gender expression.

That legislation came after a historic election in which Democrats, with strong union support, gained majorities in both houses of the Michigan legislature for the first time in 40 years. Every Democrat supported the civil rights protections.

"Protecting these freedoms is the right thing to do and it's just good economics," Whitmer said in her State of the State address. "Bigotry is bad for business."



MINNESOTA BOBCAT WORKERS JOIN USW

Workers at the Bobcat factory in Rogers, Minn., voted in March in favor of USW representation.

Following an election overseen by the National Labor Relations Board, International President Tom Conway welcomed nearly 200 new workers into the union.

“As USW members, Bobcat workers will have a strong advocate to bargain for better pay, benefits and working conditions,” Conway said. “A fair union contract will improve the standard of living for workers now without sacrificing the security of their jobs, earnings or benefits in the future.”

District 11 Director Emil Ramirez said strong unions improve occupa-

tional health and safety and can help employers attract and retain workers.

“As companies seek to increase production, it is absolutely essential for workers to have a say on issues that could impact their health and safety,” Ramirez said. “Fair, competitive pay and benefits will keep loyal, experienced workers on the job, and ensuring adequate staffing will keep the plant running as safely and efficiently as possible.”

About 700 workers at Bobcat’s Bismarck, N.D., plant voted to join the USW in September 2022, joining about 1,000 members who work at the company’s facility in Gwinner, N.D., about 200 miles southeast of Bismarck.

CARFAIR WORKERS WIN UNION VOTE

About 60 workers at Carfair Composites Inc. in Anniston, Ala., won union representation on Feb. 6, with 98 percent of eligible workers affirming their decision to become members of the USW.

The Carfair workers manufacture fiberglass-reinforced polymer components to supply the transportation industry, including for hybrid and electric buses. They chose to join the USW to gain a greater voice in decisions that impact their working conditions, wages and benefits.

“As we look to the jobs of the future, it’s essential that they’re good, family-sustaining union jobs,” said Daniel Flippo, director of District 9, which includes Alabama, six other southern states and the U.S. Virgin Islands. “The USW is proud to welcome Carfair workers to our union.”

Carfair, a subsidiary of New Flyer Industries, signed a neutrality agreement with the USW last April stating they would not interfere with the union-building process if workers decided they wanted the benefits of collective bargaining.

“Too many employers fight their workers tooth and nail to keep them from exercising their right to organize,” Flippo said. “True neutrality allows workers to make their own choice – and as workers at Carfair overwhelmingly demonstrated, workers want a seat at the table.”

Carfair has two facilities in Wisconsin and one in Minnesota in addition to its Alabama factory.

BRAZIL’S LULA MAKES A USW CONNECTION

Brazilian President Luiz Inácio Lula da Silva took time during his first U.S. trip of his new term for a visit with American labor leaders, including International President Roxanne Brown and other AFL-CIO executive council members.

Brown presented Lula with USW-branded gifts, including a jacket and a cap, during the meeting, which was organized by AFL-CIO Secretary-Treasurer and former USW Vice President Fred Redmond. The meeting took place at Blair House, the president’s state guest house.

Lula met with President Joe Biden at the White House on Feb. 10 to discuss U.S. support of Brazilian democracy and how the two countries could collaborate to promote inclusion and democratic values, as well as migration, climate change, economic development and security issues.

Lula, a longtime trade unionist, led major strikes and helped create Brazil’s Workers’ Party before serving two terms as president from 2003 to 2011. He spearheaded pro-worker, anti-poverty, anti-hunger, environmental conservation and housing initiatives during his tenure.

Lula was sent to prison on trumped-up charges in 2018, but a Supreme Court judge later threw out the conviction, clearing the way for him to run for president again in 2022.



USW REACHES TENTATIVE AGREEMENTS WITH ANCHOR

The union's GMP Council reached tentative agreements in March covering workers at five Anchor Glass facilities.

The agreements cover members in the automatic machine departments, production and maintenance, and mold shops at Anchor facilities in Lawrenceburg, Ind.; Henryetta, Okla.; Jacksonville, Fla.; Shakopee, Minn.; and Warner Robins, Ga.

For the second time, glass container local unions and mold makers bargained together in a show of solidarity, and that unity was successful in defeating concessionary proposals from the company on issues including seniority, bargaining unit work, contracting out and management rights.

Members made their voices heard through solidarity days of action, sign days, appearances by the USW Bat Light, and other events. Local unions were planning ratification votes on the new contracts as *USW@Work* went to press.

MEMBERS APPROVE NEW DEAL WITH TELUS

Members of Local 1944 voted overwhelmingly in March to ratify a new contract with Canadian telecommunications giant Telus following 16 months of negotiations.

The new agreement covers 6,800 members and includes wage increases in each year, enhanced job security protections against technological change, paid domestic violence leave, improvements to benefits and pensions and numerous other improvements to contract language to enhance satisfaction on the job. The new agreement runs through March 2027.

"Every improvement won in this contract is the direct result of hearing from Telus workers that they expect better," said Donna Hokiro, USW Local 1944 president. "I am proud of the way that members held strong and pushed back, allowing us to make important gains in this new agreement."

In October, 97 percent of Telus workers voted to go on strike if necessary and nearly two-thirds of members rejected the first offer by Telus in early February.

"Telus workers have come out stronger on the other side of this set of negotiations," said Marty Warren, the USW's Canadian National Director. "Telus did not expect the level of resistance that it faced and underestimated the determination of Steelworkers to win a fair contract."

BRAEBURN WORKERS REAFFIRM USW COMMITMENT

When G.O. Carlson purchased Braeburn Alloy Steel in Lower Burrell, Pa., last year after the Western Pennsylvania company fell into bankruptcy, the new owners refused to recognize the USW and refused to meet union members at the bargaining table.

After the National Labor Relations Board (NLRB) issued a complaint last fall against G.O. Carlson's wholly owned subsidiary, Braeburn Alloy Steel, for its unfair labor practices, members of Local 1324 took the unusual step of seeking a new election for USW representation.

In February, the 30 hourly workers at the plant won the new vote decisively, though negotiations have yet to be scheduled.

District 10 Director Bernie Hall urged the company to obey the law, respect its employees and negotiate in good faith with the union for a fair contract.

"The NLRB complaint makes clear that the company's schemes have prevented us from having a collective bargaining relationship since the ownership change," Hall said.

An NLRB hearing on the complaint against Braeburn Alloy Steel is scheduled for Sept. 18 in Pittsburgh.

"The workers who made Braeburn Alloy Steel an attractive investment deserve a fair contract with union-negotiated pay and benefits as they remain loyal to their jobs," Hall said.

NEW CONTRACT ENDS CEMENT STRIKE

About 100 members of Local 11-205 voted in March to ratify a new, five-year contract with Continental Cement after an eight-day unfair labor practice strike.

USW District 11 Director Emil Ramirez said that community support, along with the unity of the membership, was key to the union's success in resolving the issues at the bargaining table.

With a fair contract in place, USW members look forward to returning to work with the knowledge that they can accomplish great things together in Hannibal.

"Continental Cement is lucky to have a dedicated, loyal work force," Ramirez said. "As production resumes, the USW expects management to treat workers with the respect that they have clearly earned and deserve."



NEWS BRIEFS



DISTRICT 8 SOLIDARITY TRAILER HITS THE ROAD

District 8 members now have their own USW-branded trailer, designed to boost solidarity, mobility and visibility within the local labor movement and in communities throughout the district.

The trailer features images of USW members, including Ed Barnette, late president of Local 5668 in Ravenswood, W.Va., who passed away suddenly last fall. The vehicle will be used to carry members, food, supplies and other items to workers on picket lines and communities suffering from natural disasters, among other uses.

“This will help keep workers connected throughout the district, which is one big key to building our strength and solidarity,” said District 8 Director Larry Ray. District 8 includes the states of Ky., Md., Va. and W.Va.



USW, UEPI AFFILIATION EMPOWERS WORKERS IN PUERTO RICO

Members of the Unión de Empleados Profesionales Independiente (UEPI) of Puerto Rico announced in March that it had affiliated with the USW, a move that gives workers in the commonwealth’s power-generation industry even greater bargaining power.

The affiliation will ensure that UEPI members have a seat at the table as the government looks to privatize power generation on the island.

“We’re proud to welcome these workers into our union family,” said District 4 Director Del Vitale, whose district includes nine Northeastern states as well as the island of Puerto Rico.

UEPI requested the affiliation because of the USW’s effective representation of professional workers, including municipal government and media workers in Puerto Rico, as well as the union’s successful bargaining for members in the atomic, electric, natural gas, oil, solar and wind industries.

“We are very excited to achieve the affiliation of our union with the United Steelworkers,” said Miguel Cruz, president of UEPI. “We know about the work they have achieved representing thousands of workers in the energy sector. Without a doubt, this will be a great benefit for our membership.”

NEW AGREEMENT AT REPUBLIC STEEL

USW members voted earlier this year to ratify a new agreement covering about 500 workers across four Republic Steel facilities.

The agreement came after six months of sometimes contentious negotiations. Last fall, members rejected a “last, best and final” contract offer from the company that threatened retirement security and other benefits.

After that demonstration of member solidarity, the two sides returned to the table and reached a five-year deal that includes wage increases, vacation improvements, additional safety language, and a potential production bonus.

“We’ve been talking to the company about making improvements so that we can make sure workers can be productive to get the extra benefit out of the plant-wide production bonus,” said District 1 Director Donnie Blatt, who chaired the negotiating committee.

The agreement covers members of Local 1200 in Canton, Ohio, Local 1124 in Massillon, Ohio, Local 1104 in Lorain, Ohio, and Local 2603 in Lackawanna, N.Y.

SAVE THE DATE

HEALTH CARE WORKERS CONFERENCE
JULY 23-27
PITTSBURGH



USW HEALTH CARE CONFERENCE

Registration is open for the USW Health Care Workers Council Conference, which will be held July 23 through 27 in Pittsburgh.

The conference agenda is designed to empower attendees with the tools necessary to engage rank-and-file health care workers and build an ever-stronger and more unified sector.

For a link to find more information about the agenda, or to register for the conference, visit www.usw.org/events.

PHILADELPHIA MUSEUM WORKERS JOIN USW

Workers at the Eastern State Penitentiary Historic Site in Philadelphia are looking forward to negotiating their first union contract after voting overwhelmingly in March to join the USW in an election overseen by the National Labor Relations Board.

District 10 Director Bernie Hall said the 65 employees at the museum recognize that a strong union provides everyone with a voice on the job.

“These workers love what they do, and they know having union representation will only make their jobs safer and ensure an even more fulfilling experience for museum visitors,” said Hall.

Workers at the historic prison serve as educators, retail employees, administrative staff, and more. The group decided to organize in order to collectively address health and safety concerns, transparency with scheduling, protections against discrimination, and competitive pay.

“This museum is incredibly important to this city’s history and its future,” said Joshua Lewis, an educator at the site. “We want to make sure its legacy endures.”

USW WELCOMES DECISION ON EXXON

The USW welcomed a National Labor Relations Board administrative law judge’s decision in March that ExxonMobil bargained in bad faith with Locals 13-12 and 13-2001 in Baton Rouge, La., and Baytown, Texas.

The judge said the company violated federal labor law when it unilaterally suspended retirement contributions without bargaining in good faith, writing that management came to the table with “a mere pretense at negotiations.”

The judge ordered ExxonMobil to make each employee whole for the 401(k) matching contributions it failed to make between Oct. 1, 2020, and Oct. 1, 2021, and any interest and investment growth the contributions would have experienced.

“This union is, as always, committed to fighting for what every member deserves,” said D13 Director Larry Burchfield. “We will keep working to hold ExxonMobil accountable and continue to fight for our members until they receive the compensation they earned.”

LABOR DEPARTMENT OFFERS DIGITAL TOOLKIT

The U.S. Department of Labor (DOL) unveiled a digital toolkit designed to inform workers about their rights to act collectively and organize unions.

Available at www.dol.gov/general/workcenter/know-your-rights-toolkit, the site offers information about unions, organizing and collective bargaining in support of the DOL’s mission to promote and develop the welfare of workers, job seekers, and retirees.

The toolkit is part of a DOL collaboration with the Small Business Administration, the National Labor Relations Board and the Federal Mediation and Conciliation Services.

Established by President Biden’s Executive Order on April 26, 2021, the worker empowerment task force is intended to harness the power of more than 20 federal agencies to enact policies and programs to empower workers and promote collective bargaining. Last year, the task force published a list of recommendations that would improve relations between and outcomes for both American workers and small businesses, and among them was the DOL online toolkit.

USW JOINS CALL FOR NURSING HOME STAFFING STANDARD

The USW joined a coalition of unions under the AFL-CIO in sending a letter this spring to the Centers for Medicare and Medicaid Services (CMS) urging the agency to issue a national staffing standard in the near future to address the serious staffing crisis in nursing homes across the United States.

“The connection between staffing levels and the safety and quality of care has been well established,” the unions wrote. “Our members can attest to this connection – and to the problems that result from inadequate staffing levels – based on their day-to-day experience.”

The group stated that although it is crucial to improve wages and benefits, it also believes that creating a robust staffing standard will go a long way toward protecting care workers and their patients.

“We were excited to see President Biden propose adoption of a minimum staffing standard last year,” the letter continued, “and we believe that adopting a robust national standard will help improve nursing home care and save lives.”



CHEMICAL WORKERS OVERCOME ATTACKS, JOIN USW

Workers at Nouryon Functional Chemicals in La Porte, Texas, overcame a vicious anti-union campaign and voted in February to join the USW.

Felipe Venegas, a production operator and 15-year employee, reached out directly to co-workers to counteract management’s efforts to weaken the organizing campaign.

“The company hired a union-busting firm who wined and dined us, and they added even more workers into the potential bargaining unit to try to saturate the vote,” Venegas said. “It didn’t work, and now everyone on site, from production operators to maintenance and logistics workers, is part of the union.”

About 78 workers at the site produce metal alkyls for the polymer and pharmaceutical industries.

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

IN MEMORIAM

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

Note: Countless USW members died from occupational diseases during the past year, as well as from COVID-19 during the pandemic. The USW mourns their loss.

NAME	AGE	DATE OF DEATH	COMPANY
Lonnie S. Hryhorka	46	4/25/2022	Holbrook Dyson Logging Ltd.
Reaver Boone Vaughan	61	6/2/2022	Granges Americas Inc.
Quoc Tu Le	51	6/6/2022	National Steel Car Ltd.
Samuel Loftin, Jr.	42	6/13/2022	Drummond Co., Alabama By-Products Corp.
Dawit Amare	52	6/24/2022	Canpar Transport LP
Abraham Thomas	46	7/6/2022	Bridgestone Americas Tire Operations LLC
Travis Cason	43	7/21/2022	Giant Cement Co.
Aaron M. Hobart	29	8/16/2022	Ahlstrom-Munksjo, NA Specialty Solutions
Joseph Ferrall	34	8/19/2022	TimkenSteel Corp.
Mark Mattern	59	9/2/2022	Century Casting Co.
Michael Osika	44	9/17/2022	Cleveland-Cliffs
Benjamin Morrissey	32	9/21/2022	BP-Husky Refining LLC
Maxwell Morrissey	34	9/21/2022	BP-Husky Refining LLC
Timothy Cole	59	9/24/2022	Goodyear Tire & Rubber Co.
Eric Shawn Peddle	47	10/15/2022	North Atlantic Refining, Come-By-Chance Refining
Derek Girouard	39	10/27/2022	Boiseries B.G. Inc.
Richard "Chico" Garza	65	10/28/2022	ExxonMobil Corp.
Seth Badger	32	11/11/2022	Haynes International
Ryan J. Semla	36	11/25/2022	Northern Indiana Public Service Co.
Tyler James Rogers	22	12/14/2022	Cardinal Glass Industry
Ken Tran	48	1/30/2023	ATK Launch Systems Inc.
Jonathan Lee Steinke	24	1/30/2023	ATK Launch Systems Inc.
Monte James Edwards	46	2/3/2023	ICL IP America Inc.
Louis Shuster	46	3/7/2023	Cleveland-Cliffs
Blaik Nutting	26	4/11/2023	U.S. Silver-Idaho Inc.
Paul "Todd" Belongie	63	4/11/2023	Billerud

