

The United Worker

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SCOTUS Hears Janus vs. AFSCME

Landmark Case Carries Huge Labor Implications

Editor's note: The following piece was written by Mark Gruenberg, editor, Press Associates News Service.

"Agency fees," paid by non-union public workers whom unions represent in many states, hit the U.S. Supreme Court on Feb. 26. But what was really at stake is the future of the union movement.

"You're basically arguing, 'Do away with unions,'" Justice Sonia Sotomayor told the attorney for the union foes who brought the case, William Messenger of the National Right to Work Legal Defense Fund.

Messenger ducked a reply to her statement, the final one in the court's oral argument on *Janus v AFSCME* District Council 31.

As the justices heard the case inside the court's white-marbled hall, unionists made themselves heard outside. More than 1,000 demonstrated for worker rights on the plaza outside the building. And they drew support from pro-choice, civil rights and community allies. A much smaller group supported the right to work crowd.

The case is the most important labor case to hit the High Court in decades, said attorneys for both the union and the state of Illinois, whose law lets AFSCME collect the agency fees from the non-members.

That's because state and local government workers – nurses, Fire Fighters, Teachers, police, EMTs, city sanitation workers and more – total 6.24 million (42 percent) of all unionists nationwide. Those unions also represent 576,000 non-member state and local workers.

Some of those non-members pay agency fees. The others, in right-to-work states, are "free riders." A decision for Mark Janus and the right-to-work crowd would automatically make all 6.8 million state and local government workers "free riders."

"You do realize the resources" for the

unions "would be substantially diminished" if his side wins, Justice Ruth Bader Ginsburg told Messenger. "The 1st Amendment means that's a perfectly acceptable result," the lawyer replied.

Janus and two other dissident Illinois workers, recruited by the right-to-work crowd, argue that everything any public worker union does is "political." Thus, forcing them even to pay for just the basics of collective bargaining and enforcing contracts violates their free speech rights and is unconstitutional.

Illinois Solicitor General David Franklin and AFSCME counsel David Frederick countered by arguing there is no constitutional issue involved. In bargaining and handling grievances, the state is acting as an employer, Franklin said, not as a political entity that can determine what its workers can say, or not say, on the job.

"The state's interest here is dealing with a single spokesman, and that they" – the union – "have a duty of representing everyone," Franklin told Justice Elena Kagan. That includes the non-members, he added.

"A two-tiered workplace" where some people pay dues and the rest are free riders "would be corrosive to collaboration and cooperation," he added. And, to keep their members, unions might be forced to become more militant, including demanding the right to strike.

Making all state and local government workers free riders, "drains the union of resources that make it an equal partner" in bargaining with the state and local employers, Justice Ginsburg re-emphasized.

"If you are right," she told Messenger, "it's not only the people who are opposed to the union, but union supporters who may think 'I'd rather keep the money in my own pocket' and then you'll have a union with diminished resources, not able to investigate what it should demand at the bargaining table, not equal to the employer that it faces."



More than 1,000 demonstrated for worker rights Feb. 26 on the plaza outside the U.S. Supreme Court building while justices heard arguments in *Janus vs. AFSCME* inside the edifice. The activists drew support from pro-choice, civil rights and community allies. See more photos on Page 3. (Photo courtesy of Chris Garlock/Union City)

Messenger ducked her question. When Ginsburg repeated it, he claimed the impact was "immaterial."

Trump administration Solicitor General Noel Francisco, the government's top lawyer, also spoke for the right-to-work crowd. That reversed the federal government's prior stand – a reversal, along with others, that Sotomayor noted.

Justices Samuel Alito and Anthony Kennedy also came down on the side of the right-to-work crowd. Kennedy, for example, reeled off a list of issues he said public sector unions are involved in, starting with raising taxes. And Alito suggested that even raising grievances are free-speech issues to be subject to the court's "strict scrutiny" for constitutional violations.

The union "can be a partner with you in advocating for a greater size workforce, against privatization, for teacher

tenure, for higher wages, for massive government, for increasing bonded indebtedness, for increasing taxes?" Kennedy asked Franklin. "That's an interest the state has?"

"No. The state has no overriding interest" in those issues at the bargaining table, Franklin replied. Kennedy remained unconvinced. All those are public policy issues where forcing Janus to pay even an agency fee "is compelled subsidization" of a view he dislikes, the justice said.

The two silent GOP justices were Clarence Thomas and Neil Gorsuch, the court's newest member, named by Trump, whose lower-court rulings and writings were consistently anti-worker. That lineup has led court specialists to predict unions will lose the case 5-4 on party lines.

The court will decide *Janus* by late June.

BLS Data Shows Increase in Union Membership Levels

Union membership was on the rise in 2017, according to the latest annual report from the U.S. Bureau of Labor Statistics. As stated in the report, union membership in the U.S. grew by 262,000 last year, to 14.817 million, while union density stayed at 10.7 percent.

Unionists' wage advantage over their non-union colleagues grew again, according to the BLS, which issued its report in mid-January. The median wage for unionist members in 2017 was \$1,041, compared to \$829 for unrepresented workers. And the wage gap between working men and

women was, as usual, smaller for union workers, at 88 percent of the average male union wage (\$970 for women, \$1,102 for men.)

The data showed that last year, 11.4 percent of working men and 10 percent of working women belonged to a union. Those percentages are much higher in the public sector, where 34.4 percent of government employees are protected by a union. In the transportation industry, 17.3 percent of workers were union in 2017. As shown in the BLS report, union membership also increased among younger people, with 877,000

union members between the ages of 16 and 24 and 3 million members between 25 and 34.

According to the report, union density rose in Michigan, Minnesota and South Carolina, and declined slightly in Missouri – though the legislation that would have brought so-called "right to work" laws to Missouri has stalled thanks to grassroots political efforts. The most unionized states in 2017 were still New York and Hawaii, at 23.8 and 21.3 percent, respectively. The report reaffirmed that most union members are still concentrated in the Northeast, the Great Lakes and the Pacific Coast, though gains are being made in other states.

The AFL-CIO, of which the SIU is a member, hailed these latest numbers as a victory, saying that the increase in union members "reflects critical

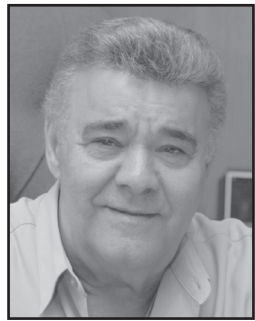
organizing victories across a range of industries, which have reaped higher wages, better benefits, and a more secure future for working people around the country."

"In the face of a challenging year, the power of working people is on the rise," said AFL-CIO President Richard Trumka. "Together, we organized historic new unions, stood up to powerful corporations, and won higher wages.... But today's data is more than numbers on a page; it's a growing movement of working people that can't be measured as easily. When more union members fill the halls of power, when wages rise and inequality shrinks, and when a growing number of people see that we can and will change the rules of this economy – that's when you'll know unions are on the rise."

From the President

Job Safety Remains Paramount

Members of the American labor force and their unions – many of you in the UIW among them – for years have fought together on various fronts to enhance our rights as workers and upgrade the conditions under which we earn our living.



Michael Sacco

For instance, the Occupational Safety and Health Act, along with the Mine Safety and Health Act both promise workers the right to a safe job. Unions and our allies over the years have battled hard to make that promise a reality – winning protections that have made jobs safer and saved lives. Today, we have in place new rules to protect workers from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries.

While our collective skirmishes so far have yielded significant improvements, the struggle we face is far from over. There still is a great deal to be accomplished. As a matter of fact, it appears that it's once again time to go on the offensive.

According to our allies at the AFL-CIO, many worker safety rules have been overturned in the past year or so. Other protections are in the crosshairs.

Already, protections against beryllium and coal dust have been targeted for weakening, and agency budgets and enforcement programs are on the chopping block. What's more, the president has ordered that for every new protection issued, agencies must revoke two existing safeguards (as part of a broader attempt to ease regulatory burdens). In short, the safety and health of workers and the public are in danger.

The labor movement must fight back. We can't sit around while anti-worker forces turn back the clock and destroy the progress we have made over the years to make jobs safer and save lives. Going forward, the labor movement – among other actions – must:

- Defend the OSHA and MSHA laws, safety and health protections, and workers' rights from extreme right-wing and greedy business attacks;
- Defend the new OSHA rules on silica, beryllium, injury reporting and anti-retaliation, and the MSHA coal dust rule, and push for full compliance with these safeguards;
- Fight any attempts to cut job safety budgets or weaken enforcement;
- Increase efforts to protect the safety and health of Latino and immigrant workers who are at much greater risk of death and injury;
- Seek new protections on workplace violence, infectious diseases and combustible dust;
- Pass the Protecting America's Workers Act to provide OSHA protection for the millions of workers without it, stronger criminal and civil penalties for companies that seriously violate job safety laws, and improve anti-retaliation protections; and
- Ensure workers' right to have a voice on the job, and to freely choose to form a union without employer interference or intimidation.

We in the UIW, along with other AFL-CIO unions, on April 28 will observe Workers Memorial Day, to remember our fallen comrades – those who have been killed or injured on the job. We will be joined in our observances by other trade unionists from around the world that also now mark April 28 as an international day of mourning.

The theme of this year's observance is "Safe Jobs, Every Worker's Right." To magnify this theme, I urge all UIW members to get involved and organize actions, activities or observances on their job sites and within their communities to highlight the toll of job injuries and deaths. Demand that elected officials put workers' well-being above corporate interests, and stipulate all jobs are safe and healthy and pay fair wages. Finally, make it clear that the UIW and the labor movement as a whole will defend the right of every worker to have a safe job and will fight until that right is fulfilled.



UIW President Michael Sacco (right), who also serves as president of both the SIU and Maritime Trades Department (MTD), congratulates American Federation of Teachers President Randi Weingarten on her energizing speech to the MTD Executive Board Meeting March 9 in Orlando. In addition to Sacco, a number of other UIW officials also attended the meeting. See related photos on next page.

AFT President Weingarten Puts Word Out: 'We Fight for Values'

The head of one of America's largest unions says the labor movement faces significant obstacles in its ongoing mission as the catalyst for working families, but unions are up to the task.

Randi Weingarten, president of the 1.7-million-member American Federation of Teachers (AFT), addressed the Maritime Trades Department (MTD) executive board March 9 in Orlando, Florida. She gave a rousing speech that mainly focused on two topics: the impending Supreme Court ruling in the Janus case, and the successful teachers' strike in West Virginia. Weingarten also touched on Operation Agua, a joint project (the SIU is a partner) that has resulted in tens of thousands of water purifiers being delivered to residents of Puerto Rico.

Gesturing toward MTD President Michael Sacco, who also serves as SIU president, Weingarten described him as a mentor and someone she counts on. She also thanked the SIU for its longtime support of the New York-based United Federation of Teachers (UFT), where Weingarten was the president for 12 years.

The UFT "will never, ever forget that we got our start and our help – every time there was a big issue – from the mighty Seafarers in New York," she stated.

Weingarten said that just as the SIU and others showed support for Teachers in years past, the AFT, UFT and others now are carrying a pro-Jones Act message at every opportunity. When the Jones Act came under attack after Hurricane Maria, she learned about the law and equated it in part with prevailing-wage statutes, which help ensure fair compensation for workers.

"Forget about the national security issues (for a minute)," Weingarten said. "So, the moment we have an emergency, what you want to do is take the prevailing wage away from workers?"

Next, she spoke about Janus, a case that figures to harm America's working families. In February, the Supreme Court heard arguments in what is officially named Janus vs. AFSCME Council 31. Pushed by the so-called National Right to Work Committee – with major backing from the Koch brothers – it aims to ban unions from collecting dues or agency fees from all state and local workers, ostensibly because it would violate the employees' First Amendment rights.

The so-called right-to-work group recruited Mark Janus, a dissenter in an AFSCME-represented workplace, to say that by the very act of collecting the money, the union – through state action – forces him to support political stands he disagrees with.

The court's ruling is expected in June and almost certainly will go against organized labor and workers' rights.

"The right wing is just trying to eliminate public-sector unions," Weingarten said. "We used to say this is the case where they were trying to eliminate fair-share dues. But after hearing the argument, it's clear. They just want to eliminate public-sector unions, and weaponize the First Amendment to do it."

Still discussing the Janus case and the need for union representation, she added, "Most individuals are not born with silver spoons in their mouth. Most of us only have power collectively, through all of us – through the union. Through our contracts, through our willingness to strike. But it's through the union that we have that power. The Court doesn't want working people to have that power. That's the fight we're in."

She used a basic illustration to underscore her point: picture an individual asking his or her boss for a raise, versus negotiating wages through collective bargaining.

Weingarten said the labor movement, in addition to battling in court, also is re-educating rank-and-file members and fighting in the court of public opinion. As part of that outreach, the AFT cited a recent, unofficial report from West Virginia. As she explained, the head of the state senate "broke down and cried in his caucus [one] night, so much so that his colleagues thought he was having a heart attack. He had made a deal with the Koch brothers and Americans for Prosperity to provide money for his campaign, in return for a promise to break the union. He was told that if he could break us here, they could do it anywhere. When he realized that he could not, and he was losing, he literally broke down in tears and caved to the five percent (wage increase). That's what they're doing."

She asked why President Obama's pick for the Supreme Court never got so much as a hearing, then answered: "Because this group of people – Americans for Prosperity – told every Republican senator that if you even have a meeting with this man, they will primary you. That's the level of what's going on against us. And as soon as the (Janus) case [is decided], there's going to be these flyers going to our members that say ... you want a raise? Give up your union dues. We know – we've seen them already."

Nevertheless, the nine-day strike proved that solidarity, grassroots mobilization and sharing the union message all

Continued on next page



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Headquarters: Michael Sacco, president; David Heindel, secretary-treasurer; Kate Hunt, UIW National Director.

Atlantic Region: Kermet Mangram, vice president.

Caribbean Region: Eugene Irish, vice president.

Great Lakes Region: Monte Burgett, vice president

Gulf Coast Region: Dean Corgey, vice president.

Midwest Region: Chad Partridge, vice president.

West Coast Region: Herb Perez, vice president.



West Virginia Strike Underscores Power of Solidarity

Continued from Page 2

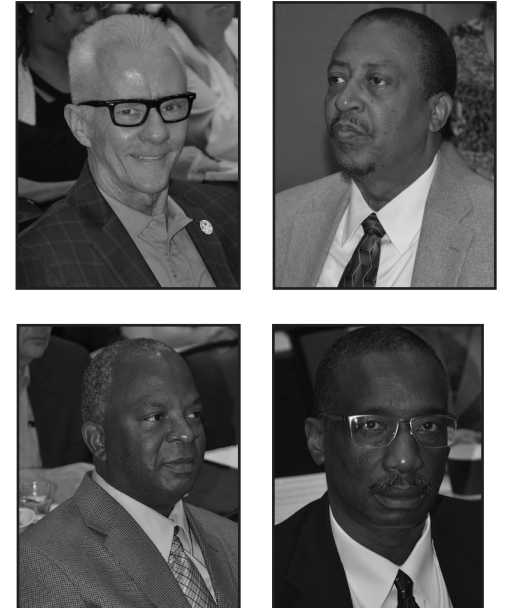
work. While much of the press coverage in West Virginia focused on wages, the teachers also defeated an expansion of charter schools, killed a proposal to eliminate seniority, and scuttled a so-called paycheck-protection bill (aimed at weakening unions by taking away their right to deduct dues through payroll collection).

“What’s happening in my union is cathartic, and that’s part of why you saw what happened in West Virginia,” Weingarten said. “Probably for the first time in a very long time, our leadership gets it, and the members get it, and people are talking to and with one another like they haven’t since when we were started – about our aspirations, about our dreams, about how we get their collectively. Whether it is fighting for health care so you’re not one illness away from bankruptcy; whether it’s fighting for good schools; whether it’s fighting for a voice at work; whether it’s fighting for a raise of secure retirement...”

When the strike was won, at a rally at the state capitol, “you saw people who probably never stood up before,” she added. “Most of them weren’t teaching the last time there was a school strike, in 1990. They felt what union means: the respect, the dignity that you get when people stay together in a cause that is righteous and a cause that the county and the country respected – for the dignity of work, getting fair pay. That’s the les-



UIW officials attending the recent MTD meeting included (group photo above, from left) Representative Kris Hopkins, VP Monte Burgett, Representative John Hoskins, National Director Kate Hunt, Representative Bryan Powell and VP Chad Partridge. Also in attendance were (mug shots at right, clockwise starting at upper left) VPs Dean Corgy and Kermet Mangram, Representative Archie Ware and VP Eugene Irish.



son we taught the world with the West Virginia strike – a lesson you’ve been teaching people forever.”

Turning to Puerto Rico, she commended maritime labor and Jones Act operators for all of their relief efforts.

Concerning Operation Agua, she

pointed out, “We realized this was a problem and we had to solve it. By Christmas, every single child in every single public school had safe, reliable drinking water because of the work we did together. That’s union, too.”

Weingarten concluded, “What unions

do for our country is we fight for aspirations. Yes, we fight the things that are wrong – and we annoy people because of it. But we fight for aspiration. We fight for values. We fight for working families to be able to have a better life, and I will never, ever apologize for that.”



(Photo courtesy of Chris Garlock/Union City)

Workers, Allies Launch New Movement Against Greedy Corporations, ‘One Percent’

Vowing to make it the first day in a long war against abusive corporations and the one percent, hundreds of unionists (photo at left) gathered in downtown Washington, D.C. Feb. 24 to participate in the AFL-CIO-sponsored Working People’s Day of Action. The unionists and allies campaigned for workers’ rights and specifically against a looming threat to them – the U.S. Supreme Court’s Janus vs. AFSCME case which was heard by the justices Feb. 26. The outcome of this case will directly impact nearly 20 million public-sector workers across the country. Apprentices from the UIW-affiliated Paul Hall Center for Maritime Training and Education in Piney Point Maryland participated in the event as marshals. Comprising the 21-member contingent (photo below, in alphabetical order) were: Jamel Anders, Patrick Anderson, Timothy Behnke, Thomas Burch, Joseph Crane, Steven Ellis, Tianna Evans, John Hodges, Nelito Monterio, Andrew Murphy, Michael Musgrave, Gus Pappas, David Pelczmann, Pedro Rivera, Luther Sarvis, Billy Sawyer, Nicholas Simoneaux, Maria Soler, Lucas Tiderman, Stephen Venditti and Seamus Woods.





Photo Courtesy of Juanita's Foods

Union-Contracted Company Makes International Headlines Massive Pot of Soup Sets Guinness Record

A UIW-contracted company which seasonally employs 70-100 UIW members recently earned its way onto the world stage by producing the most massive pot of a traditional Mexican soup in history.

Wilmington, California-headquartered Juanita's Foods on January 28, 2018 claimed a Guinness World Records title for cooking the world's largest container of Menudo soup. Whipped up to celebrate National Menudo Month, the company's award-winning fare reportedly weighed in at 2,439 pounds. Ingredients included 980 pounds of tripe in beef stock, 600 pounds of Juanita's Original Mexican Style Hominy and 171 pounds of spices including a mix of Guajillo, Ancho, Arbol and Chipotle peppers. The dish was cooked to perfection in a 300-gallon kettle by chefs from Juanita's Foods. They were assisted by culinary students and instructors from The Art Institute of Washington, a branch of the Art Institute of Atlanta.

The Menudo cook-off was held in the front lot at Juanita's corporate headquarters in Wilmington. Open to the public, the event featured free food including Menudo, pozole, nachos, Chile Verde, hominy snacks, tacos and churros. Assorted games and prizes also were available.

Latino celebrities, including Mexican actress Angelica Maria and Mexican regional music singer Jonatan Sanchez, joined hundreds who took part in the history-making celebration. The event also marked the conclusion of Juanita's Vive la Tradición Menudo Contest. Adalia Quiroga, from San Bernardino, was named California Queen of Homemade Menudo. She took home a new Kia Soul as part of her winnings.

"Soup is the taste of life at Juanita's," said Juanita's Foods CEO Aaron De La Torre. "Today we are honored to share the tradition of Menudo, one of our favorite soups, with our community and friends."

"Juanita's Foods has been an exemplary community business for decades," said Los Angeles Mayor Eric Garcetti, who attended the event. "When I heard about today's record-setting event, I had to be here, because not only is menudo the lifeblood of our culture, but it is the Mexican breakfast of champions."

Juanita's is a third-generation family-owned and operated business. It has been a union shop for more than 30 years. The company seasonally employs 70-100 UIW mem-

bers who are involved in all production phases of the business' items.

UIW Reps Laura Lopez and Guadalupe Murillo lauded Juanita's for hosting the event and inviting UIW members to participate. They said outings like this bring a very positive vibe to the community.

"Such events allow our union members to feel proud of representing the company where they work," Lopez said. "It's really a win-win situation for all involved."

Shop Stewart Juan Carlos Guerrero, who has worked at

Juanita's Foods for more than 30 years, concurred, adding "I am a proud employee of Juanita's Foods and I thank the De La Torre family for putting together such a wonderful event and allowing us to be a part of this historic moment."

Founded in 1946 by George de la Torre Sr. and his nephew, the company carries on a strong family tradition and business legacy by producing authentic home-style Mexican foods. Juanita's products include flavorful soups, sauces and stews made with the best quality ingredients and delivered ready to eat.





Union members at UIW contracted Juanita's Foods in Wilmington, California were treated to a full day of fun, food and quality entertainment January 28 as the company celebrated National Menudo Month. Clockwise from top left, chefs from Juanita's Foods along with culinary students and instructors from The Art Institute of Washington, a branch of the Art Institute of Atlanta, whip up a nearly 2,500-pound pot of Menudo Soup. While waiting for the event's main attraction to be cooked to perfection, union members, their families and other guests busy themselves sampling a variety of other food items at stands situated on the company's property. The photo immediately above shows event attendees enjoying the Menudo Soup, while the pic at right captures a group of UIW members posing in front in a giant can representing one of the many items which Juanita's produces. That's UIW Rep Guadalupe Murillo standing fifth from the left. UIW Rep Laura Lopez (right in photo at left) and Shop Steward Juan Carlos Guerrero (left in same photo) join Juanita's Foods CEO Aaron de la Torre as he shows off the Guinness World Records certificate his company won for cooking the world's largest container of Menudo Soup



UIW Directory

HEADQUARTERS
5201 Auth Way
Camp Springs, MD 20746
(301) 899-0675

ANCHORAGE, ALASKA
721 Sesame St.
Suite 1C 99503
(907) 561-4988

BALTIMORE, MD
2315 Essex St. 21224
(410) 327-4900

COLUMBUS, OHIO
2800 South High St.
P.O. Box 07770, 43207
(614) 497-2446

HONOLULU, HI
606 Kalihi Street 96819
(808) 845-5222

HOUSTON, TEXAS
625 N. York Street 77003
(713) 659-5152

JACKSONVILLE, FL
5100 Belfort Rd. 32256
(904) 281-2622

JERSEY CITY, NJ
104 Broadway
Jersey City 07306
(201) 434-6000

JOLIET, IL
10 East Clinton St. 60432
(815) 723-8002

NEW ORLEANS, LA
3911 Lapalco Blvd.
Harvey LA 70058
(504) 328-7545

NORFOLK, VA
115 3rd St. 23510
(757) 622-1892

OAKLAND, CA
1121 7th St. 94607
(510) 444-2360

PHILADELPHIA, PA
2604 S. 4th St. 19148
(215) 336-3818

PINEY POINT, MD
P.O. Box 75, 20674
(301) 994-0010

ST. CROIX, USVI
4031 Estate La Grande Princess Suite 37
Christiansted, USVI 00820
(340) 773-6055

ST. LOUIS, MO
4581 Gravois Ave. 63116
(314) 752-6500

ST. THOMAS, USVI
201-3A Altona & Welgunst
Suite 101
St. Thomas, USVI 00802
(340) 774-3895

TACOMA, WA
3411 S. Union Ave. 98409
(253) 272-7774

WILMINGTON, CA
510 N. Broad Ave. 90444
(301) 549-3920

UIW Members Ratify One Contract, Negotiate Another



UIW members at one work center recently ratified a new collective bargaining agreement while their brothers and sisters in another shop are involved in the contract negotiation process. Shop Stewards Darren Nemow (above, right) and Paul Thibault affix their respective signatures to a new three-year accord at union-contracted Rossmoor Community Association in Monroe Township, New Jersey. Highlights of the agreement include: wage adjustment, increased pension contribution, additional "weekend stand-by" compensation and increased compensation recognizing enhanced skills and abilities. The contract covers 19 union employees. Meanwhile discussions are underway at Seattle, Washington-based and UIW-contracted Techsea International. According to UIW Rep. Joe Vincenzo, talks (which were held in early March at the SIU/SEATU hall in Honolulu) are going well at this juncture. "There are still points of interest to be discussed and mandatory subjects of bargaining to be negotiated..." he said. That situation notwithstanding, Vincenzo feels confident that all parties involved are closing in on a tentative agreement that will meet the approval of bargaining unit members. In the photo below, Vincenzo (fourth from left, wearing glasses) discusses contract issues with senior Techsea observers. Comprising the contingent (in alphabetical order) are: Harmony Liff, Tom Nock, Karl Platzer, Beth Runciman, Jose Vasquez and Chris Woolridge. Techsea specializes in contracting marine biologists to collect data for government agencies to aid in the management of fisheries. The company currently employs some 70 to 75 UIW members.



Influenza May Cause Severe Complications, Some of Which Could Possibly Lead to Death

Influenza (also known as the flu) is a contagious respiratory illness caused by flu viruses. It can cause mild to severe illness, and at times can lead to death. The flu is different from a cold. The flu usually comes on suddenly.

According to the Centers for Disease Control and Prevention, people who have the flu often feel some or all of these symptoms: fever (not everyone with flu will have a fever), cough, sore throat, runny or stuffy nose, muscle or body aches, headaches, fatigue, vomiting and diarrhea. Most people who get influenza will recover in several days to less than two weeks, but some people will develop complications as a result of the flu. A wide range of complications can be caused by influenza virus infection of the upper respiratory tract (nasal passages, throat) and lower respiratory tract (lungs). While anyone can get sick with flu and become severely ill, some people are more likely to experience severe flu illness. Young children, adults aged 65 years and older, pregnant women, and people with certain chronic medical conditions are among those groups of people who are at high risk of serious flu complications, possibly requiring hospitalization and sometimes resulting in death. For example, people with chronic lung disease are at higher risk of developing severe pneumonia.

Sinus and ear infections are examples of moderate complications from flu, while pneumonia is a serious flu complication that can result from either influenza virus infection alone or from co-infection of flu virus and bacteria. Other possible serious



complications triggered by flu can include inflammation of the heart (myocarditis), brain (encephalitis) or muscle (myositis, rhabdomyolysis) tissues, and multi-organ failure (for example, respiratory and kidney failure). Flu virus infection of the respiratory tract can trigger an extreme inflammatory response in the body and can lead to sepsis, the body's life-threatening response to infection. Flu also can make chronic medical problems worse. For example, people with asthma may experience asthma attacks while they have the flu, and people with chronic heart disease may experience a worsening of this condition triggered by flu.

Gone But Not Forgotten

PATRICIA CAVENAS

Pensioner Patricia Cavenas, 69, died August 2. Sister Cavenas became a member of the union in 1975 and worked at A&E Products. She started receiving compensation for her retirement in 1998 and resided in Mahanoy City, Pennsylvania.

LEROY EVANS

Pensioner Leroy Evans, 77, passed away October 10. A South Carolina native, Brother Evans signed on with the UIW in 1969 while working at Willow Towel & Paper Co. He retired and went on pension in 1997. Brother Evans was a resident of Petersburg, Virginia.

DELORIS FRYE

Pensioner Deloris Frye, 76, died December 5. Born in London, Ohio, Sister Frye joined the union in 1971. She spent her entire union career working at UIW-contracted Church & Dwight. Sister Frye went on pension in 2004 and resided in her native city and state.

LIONEL GRANT

Pensioner Lionel Grant, 71, passed away November 6. A native of Jamaica, Brother Grant donned the union colors in 1990 while working at UIW-contracted Center Building LLC (later Partners LLC). He started collecting stipends for his retirement in 2014. Brother Grant was a resident of Bronx, New York.

PREASLEY GRATE

Pensioner Preasley Grate, 90, died October 23. A military veteran, Brother Grate joined the UIW ranks in 1967 while working at union-contracted Z.H. Klaff & Co. He started receiving retirement stipends in 1983. Brother Grate was born in North Carolina but made his home in Conway, South Carolina.

PEDRO HERNANDEZ

Pensioner Pedro Hernandez, 86, passed away August 15. Brother Hernandez donned the union colors in 1974 and spent his entire UIW career working at Crown Cork & Seal. Born in Mexico, he went on pension in 1996. Brother Hernandez was a resident of Houston.

JEAN HOGAN

Pensioner Jean Hogan, 75, died October 10. Sister Hogan hailed from Pennsylvania and joined the UIW in 1964. She spent her entire career working at A&E Products. Sister Hogan began receiving compensation for her retirement in 2002. She made her home in her native

state in the city of Shenandoah.

CONNIE JACKSON

Pensioner Connie Jackson, 65, passed away December 24. Sister Jackson was a native of Columbus, Ohio. She became a union member in 1978 while working at Church & Dwight. She went on pension in 2012. Sister Jackson resided in her native state in the city of London.

ELLIE JO KIRK

Pensioner Ellie Kirk, 77, died August 16. Born in Cross Plains, Texas, Sister Kirk donned the union colors in 1978. She spent her entire UIW career working at Crown Cork & Seal. Sister Kirk began receiving retirement stipends in 2002 and lived in Hawley, Texas.

MARLIN KNOPICK

Pensioner Marlin Knopick, 76, passed away November 12. Brother Knopick was born in Pennsylvania. He signed on with the UIW in 1967 while working at Paulsen Wire Rope. Following a career that spanned nearly 30 years, he retired in 1990 and went on pension. Brother Knopick resided in his native state in the city of Sunbury.

MARGARET KRENISKY

Pensioner Margaret Krenisky, 73, died November 17. A Virginia native, Sister Krenisky donned the union colors in 1967 while working at Plymkraft. She began receiving compensation for her retirement in 2005. Sister Krenisky was a resident of Hampton, Virginia.

MARTIN LASTRA

Pensioner Martin Lastra, 95, passed away June 11. Born in Maunabo, Puerto Rico, Brother Lastra signed on with the union in 1958. He initially worked at UIW-contracted Armand Edwards Metal Products which later became Chuck Guardin, Inc. Brother Lastra went on pension in 1975 and made his home in Brooklyn, New York.

BARBARA MASON

Pensioner Barbara Mason, 78, died December 13. A native of Madison County, Ohio, Sister Mason came under the UIW umbrella in 1983. She worked at Church & Dwight and went on pension in 1999. Sister Mason resided in her native state in the city of London.

DAVID MCKINLEY

Pensioner David McKinley, 76, passed away November 30. A military veteran,

Brother McKinley was born in Woodside, New York. He signed on with the UIW in 1959 while working at John Friend Co. Brother McKinley went on pension in 1981. He resided in his native state in the city of Oneonta.

DOMINGA OLIVO

Pensioner Dominga Olivo, 96, died December 16. Born in South America, Sister Olivo donned the union colors in 1966 while working at American Casting. She started receiving compensation for her retirement in 1983. Sister Olivo was a resident of Saint Cloud, Florida.

MARGIE PALETSKIE

Pensioner Margie Paletskie, 75, passed away July 27. Sister Paletskie came under the union umbrella in 1978 while working at A&E Products. She retired and went on pension in 2005. Sister Paletskie made her home in Mahanoy, Pennsylvania.

NANCY ROCHE

Pensioner Nancy Roche, 78, died September 20. Born in Ashland, Pennsylvania, Sister Roche joined the union in 1986. She spent her entire UIW career working at A&E Products. She started receiving retirement stipends in 2001. Sister Roche lived in her native city and state.

GEORGE STODDART

Pensioner George Stoddart, 91, passed away August 17. Brother Stoddart came in the UIW umbrella in 1978 and spent his entire union career working at Victory Refrigeration. He started receiving stipends for his pension in 1991. Brother Stoddart was born in Jamaica, but called Port Charlotte, Florida home.

ALICE WILLIAMS

Pensioner Alice Williams, 72, died July 30. A South Carolina native, Sister Williams signed on with the union in 1966. Following a career that spanned nearly 35 years at UIW-contracted Tara Textiles, she retired and went on pension in 2010. Sister Williams was a resident of Trenton, New Jersey.

MILDRED WILLIAMS

Pensioner Mildred Williams, 87, passed away October 19. Sister Williams donned the UIW colors in 1972 while working at union-contracted Bron Shoe Co. Following a distinguished career, she retired and went on pension in 1994. Sister Williams resided in her native Columbus, Ohio.

UIW Pensioners

Antonio Alacqua
Delta Marine Supply Co.
Staten Island, New York

Jack Allen
A&E Products
Nuremberg, Pennsylvania

Samuel Cavazos
Crown Cork & Seal
Porter, Texas

Robert Croft
Bron-Shoe
Huber Heights, Ohio

Juan Garcia
Paulsen Wire Rope
Shenandoah, Pennsylvania

James Hedden
Victory Refrigeration
West Berlin, New Jersey

John Jankowski
Victory Refrigeration
Somerdale, New Jersey

Fidencio Jimenez
Del Monte Corporation
Wilmington, California

Kenny Kazee
Franklin International
Amanda, Ohio

Reva Mabine
Plymkraft, Inc.
Newport News, Virginia

Patricia Mannion
A&E Products
Mount Carmel, Pennsylvania

Maria Morales
Del Monte Corporation
Wilmington, California

Troy Phillips
Progressive Driver Services
Hayes, Virginia

Santiago Rodriguez
Juanita's Foods
Long Beach, California

Micaela Dela Rosa
Save The Queen
San Bernardino, California

Rosenda Sanchez
Crown Cork & Seal
Abilene, Texas

Bernard Scott
Progressive Driver Services
Hampton, Virginia

Trizo Sanchez
Juanita's Foods
Carson, California

Donald Shellabarger
Armaly Brands
Hudson, Florida

Jesus Valladolid
Paulsen Wire Rope
Wilmington, California

Jose Mendez Vazquez
Del Monte Corporation
San Pedro, California

Van Wagner
Crown Cork & Seal
Abilene, Texas

Edwin Zoleta
Victory Refrigeration
Philadelphia, Pennsylvania



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2018

**UIW West Coast Work Site
Sets Guinness World Record**
Pages 4-5

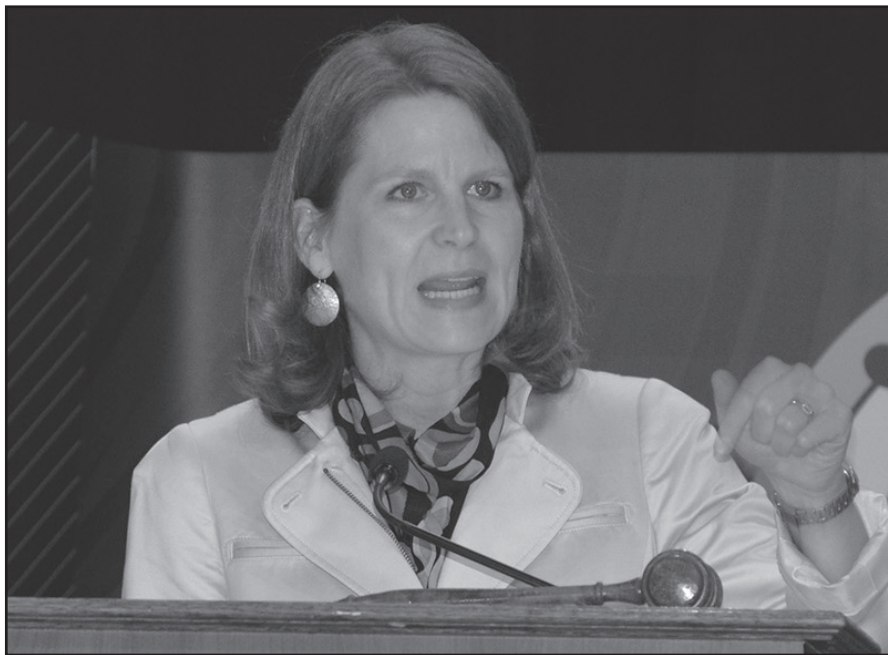
Labor Movement Fights for Families *Unions Support Women, Reject Status Quo*

Editor's note: The following piece was written by AFL-CIO Secretary-Treasurer Liz Shuler. It was published on the federation's blog Feb. 9.

Women in the workplace have made major strides. Women currently make up 48% of the workforce and are the sole or primary breadwinner for 40% of families in the United States. Yet most family responsibilities still rest on women's shoulders and, too often, women put in a full day's work only to come home and clock in for a second shift.

As Secretary-Treasurer of the AFL-CIO, I am constantly in awe of the powerful work the 6.8 million women of the labor movement do to advance issues that matter. Consider this: In the past decade, there has been tremendous momentum at the state and local level, with millions of working people winning the freedom to take time off to care for family, and labor unions have been at the center of these wins. Which might explain why states with higher union density are more likely to have paid sick leave and paid family and medical leave laws. And, when unions are strong, women are strong. Unions make a difference for women in dollars and cents—\$222, to be exact. That's how much more the typical woman in a union job makes in a week compared with a woman in a non-union job.

Beyond supporting working women, the labor movement has always advocated for policies that promote a full-employment economy at wages high enough to allow working people to support their families. We work to combat policies that erode the rights of working people, and make sure they're rewarded for the wealth they help create. To achieve this, we support a broad range of policies, including restoring the minimum wage to a living wage, restoring overtime protections, prevailing wage standards, and



AFL-CIO Secretary-Treasurer Liz Shuler addresses delegates and guests during the 2017 Convention of the UIW's parent organization, the Seafarers International Union. Shuler made the appearance in September at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland.

putting an end to wage theft and the rampant misclassification of employees as independent contractors. The AFL-CIO adopted this working people's Bill of Rights at our recent convention to demand that all working people have the right to:

- **A Good Job with Fair Wages:** Everyone who wants to work has the right to a good job where we earn wages that allow us to support ourselves and our families.
- **Quality Health Care:** Regardless of

income, job or a pre-existing condition.

- **A Safe Job:** Free from harassment and violence.

- **Paid Time Off and Flexible, Predictable Scheduling:** To spend time with family or care for ourselves or a loved one.

- **Freedom from Discrimination:** In hiring, firing, and promotions.

- **Retire with Dignity:** And financial security.

- **Education:** Public K-12, higher edu-

cation and career training that advances our knowledge and skills without leaving us in debt.

- **Freedom to Join Together:** With our co-workers for better wages and working conditions, whether we are in a union or not.

- **A Voice in Democracy:** To freely exercise our democratic voice through voting and civic participation.

Building on recent victories, state legislators have demonstrated that they are #FightingFor Families in 2018 by introducing legislation to advance some of these policies in states across the country, and union members have been advocating alongside them. Sixteen states have bills pending for paid family and medical leave in 2018. Thirteen states are considering bills for equal pay, and 13 states are considering paid sick days. Sixteen states are considering measures to prevent employment discrimination against LGBT workers. Ten states have bills to ensure pregnant workers' rights. And that's just the beginning.

Young workers, immigrants, women, LGBT people and communities of color are coming together to advance changes that will improve our lives. When we join in union, we are a formidable force, a political force. Together, we can make equal pay, paid leave, and fair scheduling the law of the land. Together, we can lead a movement to change the world and build an economy that works for us all. Together, we can reject quiet acceptance and build an America where all working women can sustain their families and realize their dreams.

Women fight and win battles every day. By standing and negotiating together, we will continue to make the world a better place for all of us. Unions are rejecting the status quo and are working to build an America where all working people can sustain their families and realize their dreams.

Collective Bargaining Essential In Quest to Achieve Shared Prosperity for Working People

A new report from the Economic Policy Institute ("How today's unions help working people: Giving workers the power to improve their jobs and unrig the economy") takes a deep look at the role and importance of unions as the key avenue for working people to come together and negotiate for an expansion of their rights and freedoms.

Following are nine things from the report union members need to know about the state of the labor movement in 2018.

1. Unions amplify the voices of working people on the job: Organized labor is one of the largest institutions in America: One in nine U.S. workers—16 million of us—are represented by unions. Joining a union means that you and your co-workers have a say in the workplace. When working people come together to negotiate, it means they are more likely to have their voices heard, which means they are more likely to win wage increases, better access to health care and workplace safety, more reasonable and predictable work schedules, and more satisfactory avenues for settling workplace disputes.

2. Working people in unions are as diverse as Americans as a whole: Union members are much more diverse than we are depicted in the media. Nearly two-thirds of union workers from 18-64 are women

and/or people of color. Almost half of union members are women. More than one-third of union members are people of color. Black workers are more likely to be union members than white or Hispanic workers.

3. Working people in unions come from a variety of sectors: Nearly 40% of working people in unions are in education and health services. Nearly 14% are in public administration. More than 12% are in transportation and utilities. Just over 9% of union members are in manufacturing.

4. Unions are thriving in diverse industries: More and more working people are joining unions in fields that are experiencing a lot of change. Some key groups of working people that are growing in their union membership rates include: television writers, graduate student workers, professional and technical employees, UPS employees, Maine lobster fishers, cafeteria and contract workers, and working people at digital companies.

5. Democracy is strengthened when more working people are union members: Business owners and CEOs organize to represent their interests before government and in society. Unions enable working people to do the same thing with fewer resources. Unions fight not only for their own members, but for laws that benefit all working people, from things as diverse as Social Security

and child labor laws to voting rights and the minimum wage.

6. Unions reduce inequality and help middle- and low-wage working people obtain a fair share of economic growth: When more working people are union members, the economy does better. Unions have a strong positive effect not only on the wages of their members, but also on the wages of nonunion members. Unions help boost the wages of middle- and low-wage occupations more than high-income ones, thus reducing inequality, which in turn helps boost the economy.

7. More specifically, unions help reduce wage gaps and increase wages for women and people of color: Through a variety of methods, unions make it easier for women and people of color to obtain equal pay for equal work. Things like establishing pay transparency, correcting salary discrepancies, making raise and promotion processes clearer, and helping pursue justice for workers who have been discriminated against are major tools in the pursuit of worker equality.

8. Union workplaces are safer and all workplaces are safer because of unions: One of the key reasons that working people organize into unions is to improve workplace safety. In a country where annually nearly 60,000 people die on the job or because of workplace-related diseases, and 7 million others are injured or get sick on the job, worker safety is a major concern. Unions have a long history of fighting for safer workplaces. When a workplace is unionized, working people are better able to negotiate for even safer workplaces.

9. Corporate lobbyists and their lawmaker friends are dismantling the rights of working people: From dishonest, but

well-funded, anti-union campaigns to pushing for anti-worker federal and state laws, the richest corporations, their lobbyists, and the lawmakers that ally with them are fighting hard to take away your rights as a worker. For example, between 2011 and 2015, 15 states enacted laws that severely limited or dismantled collective bargaining rights for public-sector unions. Many states have cut public-sector wages and benefits. States and localities are frequently abandoning the promises they made to retired workers and abandoning pension obligations. These and a variety of other tactics are widespread and growing. The best way to fight back against these trends is through stronger unions.

As the report concludes: Unions are a dynamic and ever-evolving institution of the American economy that exist to give working people a voice and leverage over their working conditions and the economic policy decisions that shape these conditions. Collective bargaining is indispensable if we want to achieve shared prosperity.

But it is precisely because they are effective and necessary for shared prosperity that unions are under attack by employers who want to maintain excessive leverage over workers and by policymakers representing the interests of the top 1 percent. These attacks have succeeded in increasing the gap between the number of workers who would like to be represented by a union and the number who are represented by a union. And these threats to the freedom to join together in unions haven't been met with a policy response sufficient to keep the playing field level between organizing workers and the employers looking to thwart them.

Giving workers a real voice and leverage is essential for democracy.