

# The United Worker

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2020

## Federation Leader Says President-Elect 'Joe Biden's Firewall Was Union Made'

*Editor's note: AFL-CIO President Richard Trumka on Nov. 5 delivered remarks during a virtual post-election press conference. Those remarks, in part, follow.*

"...I am hopeful that the end of the Trump presidency will bring a newfound respect for the institution of journalism.

"This has been an unprecedented election. And it came during an unprecedented year.

"A year of anger and sorrow and civil unrest. A year of unfathomable loss. Loss of jobs and economic security. Loss of life.

"The U.S. just reported more than 100,000 new COVID-19 infections, the most cases in a single day since the pandemic's start.

"But during this trying year, union members have delivered for America—every day in every way. Stocking the shelves. Moving goods and people. Fighting the fires. Healing the sick.

"The resilience of unions is the story of 2020. It's been on display all year.

"It's guided by our belief that a better day is still within our reach. And today, I am more confident than ever that better day is near.

"Joe Biden has won more votes than any candidate for president—ever. And he is on a path to 270 electoral votes.

"Biden's path to the White House ran through America's labor movement. Initial toplines from our post-election survey show union members went 58 percent for Joe Biden and Kamala Harris. While the general public supported Biden by three points, our members favored him by 21 points.

"Simply put, we got out the vote. In Wisconsin. In Michigan. In Pennsylvania.

"Joe Biden's firewall was union made!

"And the labor movement is expanding the map. Look at Arizona. Look at Georgia.

"We're writing America's comeback story. And Joe Biden is on track to be our next president.

"But with a few final states still counting ballots, this is a moment to exercise patience.

"Tom Petty got it right: 'The waiting is the hardest part.' But we waited four years for this election—four VERY long years. We have trust in our system.

"Every vote must be counted. Voters decide elections. Not judges.



Richard Trumka  
President, AFL-CIO

Not legislators.

"Sadly, President Trump does not share that fundamental American belief. His premature declaration of victory was shameful. His tweets claiming electoral votes are destructive. His plan to derail our democracy is dangerous.

"AFL-CIO members of all political stripes agree. Seventy-eight per-

cent believe the candidates should accept and respect the will of the American people. That includes Biden and Trump voters.

"Union members love this country because we built this country. And no matter who we supported, we're ready to rebuild and heal this country.

*See Union Members, Page 3*

### Season's Greetings



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**The Labor-Management Reporting & Disclosure Act** **Page 6**

## AFL-CIO Releases Annual Death on the Job Report

As the COVID-19 pandemic continues to spread, affecting more than 7.4 million Americans, with more than 210,000 deaths in the United States, the AFL-CIO on Oct. 6 released its annual *Death on the Job: The Toll of Neglect* report, which contains data showing how the current administration's failure to act in the past has been a main contributor to the gravity of the current public health crisis.

During a video press conference to release the report, AFL-CIO President Richard Trumka outlined the current health crisis as a product of the Trump administration's regulatory rollbacks, weakened regulations and resource cuts to the Occupational Safety and Health Administration (OSHA).

"This report shows the tremendous neglect by the Trump administration, since day one in office, to ensure that working people are safe on the job," said Trumka. "For nearly four years, President Trump has downplayed the role of safety agencies tasked with protecting workers and let corporate profit, rather than science, influence the protections we need to keep us safe from this disastrous pandemic. Now hard-working families are paying the price. We all deserve the best protections available. It is time to change course.

Our lives and the future of the country depend on it."

According to the 29th edition of the report, in 2018, 5,250 working people were killed on the job and an estimated 95,000 died from occupational diseases. Each and every day, on average, 275 U.S. workers die from hazardous working conditions. The job fatality rate remained the same as the previous year—3.5 per 100,000 workers—indicating little progress on making workplaces safer in recent years. The toll and burden of occupational injuries and illnesses continue to be enormous.

Despite these disturbing findings, OSHA's meager resources kept declining. Currently, federal OSHA has only 746 inspectors—the lowest number in the history of the agency. It would take the agency 162 years to inspect each workplace under its jurisdiction just once. Yet, the administration has continued to enact an aggressive deregulatory agenda, gut safety rules, propose deep cuts to worker safety and health training and job safety research, and has refused to move forward with new rules to protect workers against growing threats, including COVID-19 and workplace violence.

*See Annual Report, Page 2*

## From the President

### Ready for Success in New Year

As the end of another successful year for our union approaches, I extend my sincere thanks to all of our vice presidents, representatives, staff, shop stewards and rank-and-file members for their collective roles in helping keep the UIW moving in the right direction.



Michael Sacco

This was no small accomplishment in 2020. The COVID-19 pandemic has dominated everyone's lives, including their "work lives." At press time for this edition of *The United Worker*, the pandemic had claimed the lives of nearly 258,000 Americans. In addition to lives, the virus has had a deep and profound impact on our economy. All across the country, small and large businesses alike are being shuttered at an alarming rate, many of which will never return. The jobs market is plummeting in all sectors and unemployment rates continue to climb. Millions of Americans face uncertain futures when it comes to even the basic necessities of food and shelter. It's anyone's guess as to when we as a country will start to see light at the end of this

extremely dark pandemic tunnel and life as we know it returns to normal.

Despite this horrific state of affairs throughout America, the UIW continues to move forward. Fortunately for our members and their families, the impact of the Coronavirus Pandemic has been minimal from an economics perspective. While hundreds of thousands of their brothers and sisters represented by other unions across the country have been hit hard during shutdowns and state issued stay-at-home orders due to COVID-19, UIW members so far have escaped relatively unscathed.

Aside from the Long Beach, California-based Queen Mary Hotel, which employs more than 380 UIW members, only four other union job sites have been affected. These included Hollywood Casino Dayton Raceway (Ohio), Hollywood Casino Kansas Speedway (Kansas), Hollywood Casino Perryville (Maryland), and Soda Rental in Philadelphia. Some 78 security guards at the three casinos combined and 11 workers at Soda Rental were laid off. The Soda Rental workers have since returned to work. To date, no other UIW worksite in the United States or in the U.S. Virgin Islands have been significantly impacted where job loss is concerned.

It's important to point out that all of this did not happen by accident. As I said at the outset, our officials – vice presidents, representatives, staff members and shop stewards – deserve a great deal of the credit. Their attention to detail and willingness to step up to meet and deal with potential problems and work-related issues head-on have made all the difference. Likewise, the efforts of UIW members themselves are laudable. The dedication they exhibit toward their respective jobs and the quality of work they produce continues to have a positive impact on the superb working relationships we enjoy with our contracted companies.

Looking ahead, I have every confidence that we will continue to make great strides in our pursuits. These strides should be made easier thanks to the results of the recent general elections. Some of you may know that President-Elect Biden and Vice President-Elect Harris are longtime friends of the SIU (the UIW's parent organization) and unwavering backers of the Jones Act, the law that keeps the maritime industry afloat. Besides the maritime industry, they also are well versed in organized labor and will be our allies when it comes to protecting and expanding workers' rights.

#### Happy Holidays

The winter holidays once again are here. As indicated earlier, I am grateful to everyone for their hard work and continuing support.

On behalf of all UIW officials, I extend warmest wishes to all UIW members, retirees and their families for a safe, healthy and happy holiday and a highly productive and prosperous New Year.

Additionally, I offer heartfelt greetings and prayers for all men and women of our armed forces – stateside as well as overseas – who are protecting our freedom. May all of your missions be successful and may you return home to your families safe and sound.

## Annual Report Highlights How Administration's Inactions Led To Current Public Health Crisis

Continued from Page 1

Many front-line and essential workers are people of color who are risking their lives going to work every day to provide food and services to our nation. The report shows that even before the pandemic, people of color were most at risk of dying or being injured in the workplace.

In 2018, there was an increase in the number of Latino worker deaths. Latino workers' fatality rate remained the same at 3.7 per 100,000 workers, but it remains greater than the overall job fatality rate at 3.5. The number of Latino workers who died on the job increased this year, with 67% of those being immigrant workers.

In 2018, 615 Black workers died on the job, an increase from 530 deaths in 2017 and a 46% increase in the past decade. The fatal injury rate for Black workers increased in 2018 to 3.6 per 100,000 workers from 3.2 in 2017, now higher than the overall fatality rate (3.5) for the first time in five years.

Older workers also are at a great risk of dying on the job; workers 65 or older have nearly three times the risk of dying on the job as workers overall. According to the Centers for Disease Control and Prevention, people between the ages of 65 and 74 also have a 90% higher chance of dying

from COVID-19.

Nearly two years before COVID-19 was declared a global pandemic by the World Health Organization, workers in construction, transportation and the agriculture industries were at greatest risk of dying or being injured while earning a living. In 2018, 1,038 construction workers were killed—the highest total of any sector. Agriculture, forestry, fishing and hunting was the most dangerous industry sector, with a fatality rate of 23.4 per 100,000 workers.

"The data shows how ill-prepared the country was for the pandemic. This was a crisis in the making. There were warning signs everywhere, yet the Trump administration decided to ignore them and put everyone in harm's way," said Trumka. "And while every day thousands of workers continue to be infected with COVID-19, Senate Majority Leader Mitch McConnell keeps playing politics instead of taking action to prevent these tragedies. Our elected leaders must pass the HEROES Act now, requiring a national workplace safety COVID-19 standard. America's workers will hold them accountable using our ballots. We won't stand on the sidelines while our families, friends and co-workers continue to die from preventable causes."

## Unions Sue to Revive Permanent Rule In U.S. Which Combats Airborne Viruses

*Editor's note: The following article was written by Mark Gruenberg, staff writer for Press Associates Union News Service. It has been slightly edited to conform to local style and other sensitivities.*

The America Federation of Teachers (AFT), American Federation of State, County and Municipal Employees (AFSCME) and other unions representing hundreds of thousands of health care workers are demanding the Occupational Safety and Health Administration (OSHA) revive a permanent federal rule forcing firms to protect workers against all airborne viruses.

In a 41-page lawsuit filed Oct. 26 against OSHA, the unions demanded that judges order the agency to publish and put out for comment the anti-airborne hazard rule it was on the verge of issuing in 2017. Unions first sought the rule in 2009.

The rule would cover health care worker exposure to all airborne pathogens, not just the lethal coronavirus. As of 10 pm on Nov. 4, that virus had killed 233,663 people out of the 9.48 million it's infected since the official pandemic declaration on March 13. That toll includes 190,000 health care workers who tested positive, 770 of whom have died, the suit says.

Earlier this year, the AFL-CIO and National Nurses United tried to force OSHA to issue an emergency and immediate rule forcing firms to protect workers just against the coronavirus, officially named COVID-19. Judges on the U.S. Circuit Court of Appeals in D.C. said "no."

The latest suit notes that even before the COVID-19 pandemic hit, airborne pathogens, including other viruses, had infected 1.7 million people yearly,

including both workers and patients. The resulting diseases, including tuberculosis and meningitis, killed 99,000 a year.

In the face of such data, which indicate "significant health risks in workplaces," OSHA "has a duty" legally to regulate the worksites and protect workers. Instead, it's stalled for more than a decade, "a delay far longer than any court would deem reasonable," the suit says. Not issuing rules to prevent viral spread is "reckless," it adds.

Meanwhile, hospitals and nursing homes did nothing to protect the nurses and other health care workers from any airborne viruses. So, OSHA drafted the rule to force them to act. Dr. David Michaels, OSHA administrator in the Obama administration and a public health specialist, was set to announce it, 10 days before the changeover to the Trump administration. Once in place however, one of the current administration's first moves at the agency was to pull the anti-viral exposure rule and put it in the category of "long-term rule-making."

In the interim, workers kept dying from airborne pathogens and viruses, including hundreds of health care workers, in the Teachers (AFT) and other unions, who succumbed to the coronavirus. So AFT, AFSCME and two other unions, though not National Nurses United—yet—wants the Ninth Circuit Court of Appeals judges to order OSHA to resurrect it.

Not doing so, "betrays a dangerous disregard for the law and the health and safety of America's frontline workers," said Sean Lev, speaking for Democracy Forward, the union-hired public interest law firm. The suit calls the delay

See *Labor*, next page



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## UIW-Contracted Patriot Rail Announces Acquisition Pact

UIW-contracted Patriot Rail Company LLC (Patriot), a leading U.S. operator of short line and regional freight railroads, rail services, and integrated port logistics companies, on Oct. 8 announced it has entered an agreement to acquire short line operator Salt Lake Garfield & Western Railway (SLGW) and its related entities Caballero LLC and Caballero 2 LLC, storage and transload service providers.

"The agreement aligns with Patriot's vision of future growth as a premier service provider in the U.S. short line railway industry and complements the Patriot portfolio," said John Fenton, CEO of Jacksonville-based Patriot. "SLGW provides premier service to its customers and we are honored to carry that legacy forward..."

As reported in the July-September edition of *The United Worker*, the Jacksonville, Florida-based arm of the corporation employs more than 150 UIW members. They perform a myriad of jobs on and around the Port of Jacksonville.

Unlike thousands of their brothers and sisters represented by other unions across the country who were hit hard during shutdowns and state issues stay at home orders resulting from the Coronavirus Pandemic, UIW members at Patriot so far have escaped relatively unscathed.

To date, not a single UIW member at Patriot has lost any wages due to the virus, according to UIW Business Rep Ashley Nelson. "This is a direct result of the tremendous teamwork and working relationship that our members have with the company," he said.

## Labor Files Suit Against OSHA

*Continued from Page 2*

unlawful.

The unions want the court to rule on their case—and order OSHA to move to a formal Notice of Proposed Rulemaking—within 90 days. And when the comments are gathered and analyzed "expeditiously" issue a final rule forcing hospitals, nursing homes and other health care facilities to protect

their workers.

The U.S. Department of Labor had no immediate comment on the unions' lawsuit. OSHA issued an updated "guidance" for nursing homes and hospitals, the same day, on how to protect workers against the coronavirus. Guidance, the suit—which names Labor Secretary Eugene Scalia as the defendant—notes, is not good enough. It's not a mandate that health care employers must follow.

## Union Members Lift Biden-Harris Ticket to Victory During Election

*Continued from Page 1*

And together, we will defend our democracy.

"Let me tell you about what happened in Detroit. On Tuesday night, a chaotic scene erupted outside the vote tally room at the TCF Center. Protesters showed up. They harassed and intimidated nonpartisan volunteers who were counting ballots. They screamed "stop the votes" and "stop the counts." The Michigan AFL-CIO put out an email Wednesday at 3 a.m. asking members to show up and protect our democracy. The outpouring of support was incredible. Union members showed up, peacefully defused the tension and the count proceeded.

"Later that day, Michigan was called for Joe Biden.

"That is who we are. That is what we stand for. That is what we are prepared to do.

"I have a message for anyone who would seek to prevent our votes from being counted. To prevent the electors we choose from being seated. To prevent the duly elected president and vice president from being inaugurated on January 20, 2021.

"We will not let you take our democracy away from us.

"Look, we are not declaring victory yet, but we are on our way to putting a compassionate and wise man back in the White House.

"There will be work to do over these next few days. And no shortage of work over the next four years. While we don't know the final composition of the Senate, we know our priorities. Our members made it clear. 95 percent say that protecting workers' rights is the top priority for this next congress. And yes, that includes 93 percent of our members who went for Trump.

"The right to collective bargaining.

"Fair wages and workplace safety. A voice on the job.

"The belief that all work has dignity and everyone should retire with security.

"None of that is red or blue. It's simply American. It's what America's labor movement has fought for in 2020—not just in this election but in our workplaces, too.

"Union members are meeting the moment. Union voters are ushering in a better day. None of this will be easy, but union members are not afraid of hard work. We do it every day and we see the job through.

"We're powerful. We're united. And we're ready for change."

## Union Headquarters, Piney Point Halloween Costume Contests



Halloween Costume Contests are conducted annually at UIW/SIU Headquarters in Camp Springs, Maryland and at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. Due to COVID-19 Pandemic, however, this year's field of competitors declined significantly at both locations. Only one contestant dressed out at headquarters while five accepted the challenge at Piney Point. In the headquarters affair, Sandy McDonald's Punk Rock Hippie (photo at left) costume was the run-away favorite and captured top honors. Although she had no competition, McDonald is a perennial favorite in the contest, having captured the top award on at least 10 previous occasions. Moving to the Piney Point event (photo at right, from left to right) Becky Howe (Bear), Minette Clarke (Deer Mounted over the Fireplace Mantle), Bri Foster (Winnie the Pooh), Jamie Shorback (Eeyore) and TiShawna Bush (Pebbles) constituted the field of competitors. They were judged by their fellow colleagues who all work in the school's Claims Department. Clarke claimed first place honors while Bush and Howe finished in the second and third place positions, respectively. Like McDonald at UIW/SIU Headquarters, Clarke is no stranger to the contest's annual winners circle. She has won the competition on more than a few occasions dating back to the event's inception.

# Candidates Backed by UIW's Parent Organization Register Key Victories During General Election

While there were still a number of races too close to call at press time, the UIW's parent organization's (SIU) political department has completed its review of the preliminary results of Election 2020. As always, until these races are certified by their respective state governments, these are preliminary results only. There are also a number of races that remain too close to call as of press time.

Unlike most federal political action committees, the Seafarers Political Activities Donation – SPAD, the union's voluntary fund – is bipartisan, and the union contributes to incumbents, challengers and candidates running in open seat races.

Additionally, SPAD participated in 153 House of Representatives races around the country. Of those races, the SIU-backed candidate won in 144, lost in two, with seven races too close to call. That's a win percentage of 93.46%.

SPAD participated in 13 Senate races around the country. Of those races, the SIU-backed candidate won in every single race. That's a win percentage of 100%.

SPAD supports candidates of both parties and also supports challenger and open seat candidates as well.

In a letter to SIU President Michael Sacco earlier this year, former Vice President Biden wrote in part, "As a lifelong advocate for working families and unions, I write to assure you of my strong and unwavering support for the Seafarers International Union, its members, and the U.S.-flag Merchant Marine fleet. Labor unions built the middle class



President-Elect Joe Biden and Vice President-Elect Kamala Harris

and the middle class built this country. The basic building blocks of a good life – middle-class jobs at union wages, a 40-hour work week, health insurance, retirement benefits, a voice in the workplace – resulted from workers who organized unions and fought for worker protections. This is the history of the Seafarers International Union. And at a time when our country is facing unprecedented challenges, our economic future today depends on unions like yours – just as it did in the past.

"Just as unions are essential to the middle class, the U.S.-flag Merchant Marine fleet and the men and women

who operate U.S.-flag ships are crucial to America's national security, our international trade relationships, and economic development," Biden continued. "For this reason, I have been a consistent and strong advocate for the Jones Act and its mandate that only U.S.-flag vessels carry cargo in the coastwise trade. As President, I will continue my strong support for the Jones Act."

He added his ongoing support for cargo preference laws, the U.S. Maritime Security Program, and the U.S. Export-Import Bank, all of which help maintain jobs for U.S. mariners.

AFL-CIO President Richard Trumka,

during an online speech that took place Nov. 5, said the union vote made a big difference on Election Day. "Joe Biden's path to the White House ran through America's labor movement," Trumka stated. "Initial toplines from our post-election survey show union members went 58 percent for Joe Biden and Kamala Harris. While the general public supported Biden by three points, our members favored him by 21 points.

Simply put, we got out the vote. In Wisconsin. In Michigan. In Pennsylvania. Joe Biden's firewall was union made!"

He added, "The labor movement is expanding the map. Look at Arizona. Look at Georgia."

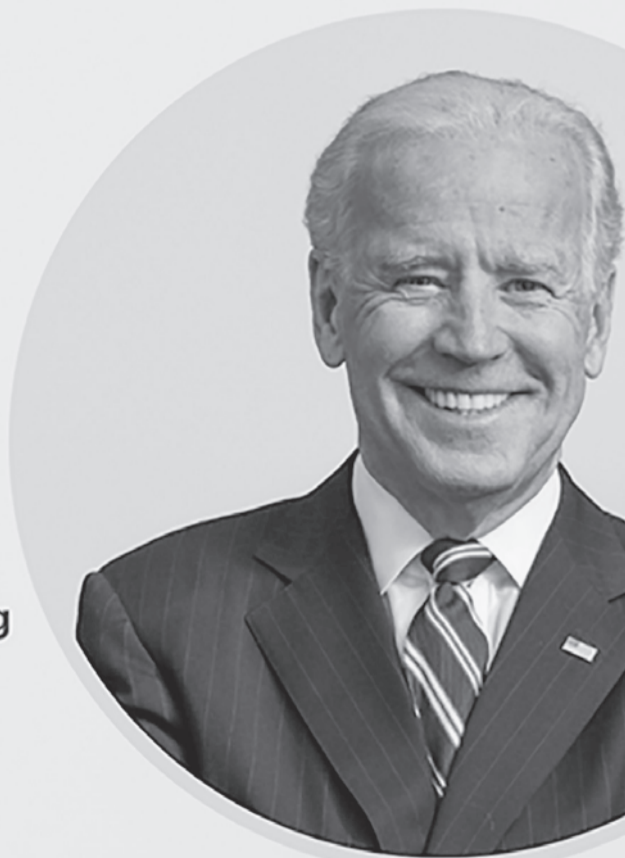
Trumka concluded, "There will be work to do over these next few days, and no shortage of work over the next four years. While we don't know the final composition of the Senate, we know our priorities. Our members made it clear. Some 95 percent say that protecting workers' rights is the top priority for this next congress. And yes, that includes 93 percent of our members who went for Trump. The right to collective bargaining. Fair wages and workplace safety. A voice on the job. The belief that all work has dignity and everyone should retire with security. None of that is red or blue. It's simply American. It's what America's labor movement has fought for in 2020 – not just in this election but in our workplaces, too... None of this will be easy, but union members are not afraid of hard work. We do it every day and we see the job through."

“

I made it clear with the corporate leaders. I said, I want you to know I'm a union guy, unions are going to have increased power. They just nodded, they understand. It's not anti-business. It's about economic growth, creating good paying jobs.

— JOE BIDEN

President-Elect of the United States



## AFL-CIO Looks Forward To 'Building Back' with President-Elect Joe Biden

*Editor's note: The following article was provided by the AFL-CIO.*

Democracy is prevailing. Joe Biden and Kamala Harris' victory in this free and fair election is a win for America's labor movement. Everywhere in every way, working people are heroically and resiliently fighting back against this pandemic, its economic fall out, chronic income inequality and systemic racism.

President-elect Biden and Vice President-elect Harris saw us, heard us and campaigned on a promise that we, as one nation, will build back even better than before. That is why working people decisively rejected the politics of darkness and division and voted in record numbers for public servants who want to join us in writing America's comeback story.

Let's be clear: Union voters delivered this election for Biden and Harris. Their message and commitment to create "the most significant pro-labor, pro-worker administration" resonated with our 12.5 million members and 56 affiliated unions who are hungry for a bigger voice in our economy and our politics.

Now the AFL-CIO stands ready to help the president-elect and vice president-elect deliver a long overdue workers' first agenda. That starts with passing the HEROES Act to provide our families and communities emergency support and services in the face of this deadly virus. But COVID-19 relief is just that—relief. Once working people are made whole, the real rebuilding can begin. We call on Congress to pass and Biden to sign the Protecting the Right to Organize (PRO) Act early in 2021 to make sure every worker who wants to form or join a union is able to do so freely and fairly. Working people want our leaders to act swiftly and think more boldly than ever before. The time to begin is now.

AFL-CIO



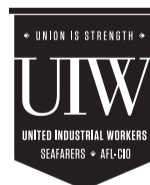
# Celebrate Savings



**Celebrate the holidays with union member-only discounts** on everything from fashion and beauty to electronics and everyday household items. And whether it's date night or a fun family night out, enjoy delicious meals at select restaurants with savings for union members.

Find out more about these discounts and other great benefits at [unionplus.org](http://unionplus.org).

**Learn more at [unionplus.org](http://unionplus.org)**



<sup>3</sup>15% ON THE MONTHLY SERVICE CHARGE OF QUALIFIED WIRELESS PLANS: Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice or unlimited data plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit [unionplus.org/att](http://unionplus.org/att) or contact AT&T at 866-499-8008 for details.

UIW-ES-11-19-2020

12/20

## UIW Directory

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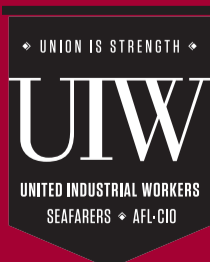
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# Beck Notice

## Notice to Employees Covered by Union Agreements Regulated Under the National Labor Relations Act

The United Industrial, Service, Transportation, Professional and Government Workers of North America (UIW) assists employees by representing them in all aspects of their employment and work with various industries in job sites throughout North America and the United States Virgin Islands. For the most part, the union spends a majority of its financial resources on collective bargaining activity and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities and community services. All of these services advance the interests of the union and its membership.

This annual notice is required by law and is sent to advise employees represented by the United Industrial Workers about their rights and obligations concerning payment of union dues. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It will also provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information, you will be able to make an informed decision about your status with the United Industrial Workers.

**1. Benefits of union membership** - While non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits and opportunities available to a member of the United Industrial Workers are the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and participate in contract ratification and strike votes. Members may also play a role in the development and formulation of union policies.

**2. Cost of union membership** - Dues for UIW members are based upon an employee's hourly wage. Individuals pay two (2) times the UIW member's hourly wage with a \$20.00 (twenty dollar) minimum, and the payment is generally done through payroll deductions during the first pay period of each month.

**3. Agency fee payors** - Employees who choose not to become union members may become agency fee payors. As a condition of employment, in

States which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include, but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses required as a result of community service, legislative activities and political affairs.

**4. Amount of agency fee** - As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2019 calendar year, the fee cost associated with this representation amounts to 97.40 percent of the dues amount an employee would pay for that year.

As a result, this would be the percentage applied to the agency fee calculation for the 2021 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2020 and November 30, 2021 will have this calculation applied to their 2021 dues payment which may still be owed to the union. As noted below however, to continue to receive the agency fee reduction effective January 2022, your objection must be received by December 1, 2021.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this report free of charge by writing to: Secretary-Treasurer, United Industrial Workers, 5201 Capital Gateway Drive, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2019.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this

option each year by filing an objection in accordance with the procedure noted below.

**5. Filing of objections** - If you choose to object to paying dues, an objection must be filed annually. To receive the deduction beginning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year, however the reduction will only apply prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to Agency Fee Payor Objection Administration, Secretary-Treasurer's Office, United Industrial Workers, 5201 Capital Gateway Drive, Camp Springs, MD 20746.

**6. Filing a challenge** - Upon receiving this notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the secretary-treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection.

**7. Appeal procedure** - Upon receiving the challenge at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will be either in writing or at a hearing. The method of the arbitration will be determined by the arbitrator. If a hearing is held, any objector who does not wish to attend may submit his/her views in writing by the date of the hearing.

If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received.

The costs of the arbitration shall be borne by the union. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations.

The UIW works very hard to ensure that all of its members receive the best representation possible. On behalf of all the UIW officers and employees, I would like to thank you for your continuing support.

Sincerely  
David Heindel  
Secretary-Treasurer

## Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting and Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

### Union Member Rights

**Bill of Rights** - Union members have:

- Equal rights to participate in union activities

- Freedom of speech and assembly
- Voice in setting rates of dues, fees, and assessments

- Protection of the right to sue
- Safeguards against improper discipline

**Copies of Collective Bargaining Agreements:** Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports:** Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officer Elections:** Union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

**Officer Removal:** Local union members have the right to an adequate procedure for the

removal of an elected officer guilty of serious misconduct.

**Trusteeships:** Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline:** A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence:** No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

### Union Officer Responsibilities

**Financial Safeguards:** Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding:** Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports:** Union officers must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.

- Retain the records necessary to verify the reports for at least five years.

**Officer Reports:** Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions

represent and businesses that deal with their unions.

**Officer Elections:** Unions must:

- Conduct elections for officers of national unions or intermediary districts at least every four years by secret ballot.

- Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.

- Mail a notice of election to every member at least 15 days prior to the election.

- Comply with a candidate's request to distribute campaign material.

- Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

- Permit candidates to have election observers.
- Allow candidates to inspect the union's membership list once within 30 days prior to the election.

**Restrictions on Holding Office:** A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans:** A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines:** A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

*Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov*

# CDC Issues Tips for Holiday Celebrations

*Editor's note: The following article was provided by the Centers for Disease Control. It has been slightly edited to conform to local style considerations.*

As many people in the United States plan for winter holiday celebrations, the Centers for Disease Control (CDC) offers a number of considerations to help protect individuals and their families, friends, and communities from COVID-19.

These considerations are meant to supplement—not replace—any state, local, territorial, or tribal health and safety laws, rules, and regulations with which holiday gatherings must comply. When planning to hold a holiday celebration, hosts should assess current COVID-19 levels in their community to determine whether to postpone, cancel, or limit the number of attendees.

## Virus spread risk at holiday celebrations

Celebrating virtually or with members of your own household poses low risk for spread. In-person gatherings pose varying levels of risk. Event organizers and attendees should consider the risk of virus spread based on event size and use of mitigation strategies. There are several factors that contribute to the risk of getting infected or infecting others with the virus that causes COVID-19 at a holiday celebration. In combination, these factors will create various amounts of risk, so it is important to consider them individually and together:

- Community levels of COVID-19 – Higher levels of COVID-19 cases and community spread in the gathering location, as well as where attendees are coming from, increase the risk of infection and spread among attendees. Family and friends should consider the number and rate of COVID-19 cases in their community and in the community where they plan to celebrate when considering whether to host or attend a holiday celebration. Information on the number of cases in an area can be found on the area's health department website ([www.cdc.gov/publichealthgateway/healthdirectories/index.html](http://www.cdc.gov/publichealthgateway/healthdirectories/index.html)).

- The location of the gathering – Indoor gatherings generally pose more risk than outdoor gatherings. Indoor gatherings with poor ventilation pose more risk than



those with good ventilation, such as those with open windows or doors.

- The duration of the gathering – Gatherings that last longer pose more risk than shorter gatherings.

- The number of people at the gathering – Gatherings with more people pose more risk than gatherings with fewer people. CDC does not have a limit or recommend a specific number of attendees for gatherings. The size of a holiday gathering should be determined based on the ability to reduce or limit contact between attendees, the risk of spread between attendees, and state, local, territorial, or tribal health and safety laws, rules, and regulations.

- The locations attendees are traveling from – Gatherings with attendees who are traveling from different places pose a higher risk than gatherings with attendees who live in the same area. Higher levels of COVID-19 cases and community spread in the gathering location, or where attendees are coming from, increase the risk of infection and spread among attendees.

- The behaviors of attendees prior to the gathering – Gatherings with attendees who are not adhering to social distancing

(staying at least 6 feet apart), mask wearing, hand washing, and other prevention behaviors pose more risk than gatherings with attendees who are engaging in these preventative behaviors.

- The behaviors of attendees during the gathering – Gatherings with more preventive measures in place, such as mask wearing, social distancing, and hand washing, pose less risk than gatherings where fewer or no preventive measures are being implemented.

## Hosting a holiday gathering

If you will be hosting a celebration, follow the CDC's tips for hosting gatherings ([www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/personal-social-activities.html#gatherings](http://www.cdc.gov/coronavirus/2019-ncov/daily-life-coping/personal-social-activities.html#gatherings)). Following are some additional considerations for hosting a holiday celebration:

- Host outdoor activities rather than indoor activities as much as possible. If hosting an outdoor event is not possible, and you choose to host an indoor event, avoid crowded, poorly ventilated, or fully enclosed indoor spaces.

- Increase ventilation by opening windows and doors to the extent that is safe

and feasible based on the weather.

- Host activities with only people from your local area as much as possible.

- Limit numbers of attendees as much as possible.

- Provide updated information to your guests about any COVID-19 safety guidelines and steps in place to prevent the spread of the virus.

- Provide or encourage attendees to bring supplies to help you and others stay healthy. For example, extra masks (do not share or swap with others), hand sanitizer that contains at least 60% alcohol, and tissues.

- If you are planning in-person holiday gatherings with people outside of your household, consider asking all guests to strictly avoid contact with people outside of their households for 14 days before the gathering.

## Attending a holiday gathering

If you will be attending a celebration that someone else is hosting, follow the CDC's Considerations for attending an event or gathering ([www.cdc.gov/coronavirus/2019-ncov/community/large-events/considerations-for-events-gatherings](http://www.cdc.gov/coronavirus/2019-ncov/community/large-events/considerations-for-events-gatherings)). Below are some additional considerations for attending an in-person holiday gathering:

- Outdoor activities are safer than indoor activities. If participating in an outdoor event is not possible, and you choose to attend an indoor event, avoid crowded, poorly ventilated, and fully enclosed indoor spaces. Increase ventilation by opening windows and doors to the extent that is safe and feasible based on the weather.

- Check with the event host, organizer, or event venue for updated information about any COVID-19 safety guidelines and if they have steps in place to prevent the spread of the virus.

- Bring supplies to help you and others stay healthy. For example, bring extra masks (do not share or swap with others), hand sanitizer that contains at least 60% alcohol, and tissues.

- If you are planning to attend in-person holiday gatherings with people outside of your household, consider strictly avoiding contact with people outside of your household for 14 days before the gathering.

## Gone But Not Forgotten

### ROBERT FORD

Pensioner Robert Ford, 87, died May 23. A native of Columbus, Ohio, Brother Ford joined the UIW in 1981 while working at Franklin International. He went on pension in 2002. Brother Ford resided in his native city and state.

### MARY HAMPTON

Pensioner Mary Hampton, 71, passed away September 13. Born in Delaware, Sister Hampton signed on with the union in 1967 while employed at East Wind Industries. She ended her union career and began receiving retirement stipends in 1986. Sister Hampton was a resident of Dover, Delaware.

### PAUL HARRINGTON

Pensioner Paul Harrington, 77, died February 8. A native of South Carolina, Brother Harrington came under the UIW umbrella in 1978 while working at Milonic Metal Fabrication, Inc. He started receiving stipends for his retirement in 2010. Brother Harrington made his home in Roosevelt, New York.

### ELWOOD JOHNSON JR.

Pensioner Elwood Johnson Jr., 76, passed away September 14. A military veteran, Brother Johnson was born in Sunbury, Pennsylvania. He donned the UIW colors in 1965 while working at Paulsen Wire Rope. Brother Johnson retired and went on pension in 1993. He resided in his native city and state.

### CHRISTOPHER JONES

Christopher Jones, 37, died July 14. Born

in Calvert County, Maryland, Brother Jones joined the UIW in 2001 while working for the Seafarers Vacation Plan at UIW/SIU Headquarters in Camp Springs, Maryland. Specifically, he worked as a clerk in the union's Data Management Section for 20 years. Brother Jones made his home in Chesapeake Beach, Maryland.

### SAMUEL MANGOME

Pensioner Samuel Mangome, 77, passed away June 9. Brother Mangome signed on with the union in 1986 while working at American Casting. A native of Puerto Rico, he started receiving stipends for his retirement in 2010. Brother Mangome was a resident of Brooklyn, New York.

### RENATO PEREZ SR.

Pensioner Renato Perez Sr., died May 15. Born in Gapan City, Republic of the Philippines, Brother Perez joined the UIW in 1989 while working at Victory Refrigeration. He retired and went on pension in 2002. Brother Perez was a resident of Millville City, New Jersey.

### JEFFREY SANDERS

Pensioner Jeffrey Sanders, 57, passed away October 14. A native of Columbus, Ohio, Brother Sanders donned the UIW colors in 1981 while working at Church and Dwight. He called an end to his union career in 1997 when he started receiving retirement stipends. Brother Sanders lived in his native state in the city of Mount Sterling.

## UIW Pensioners

**Gerardo Castillo**  
Crown Cork & Seal  
Conroe, Texas

**Ramiro Cortes**  
Queen Mary  
Long Beach, California

**Susanne Demczko**  
A&E Products  
Danville, Pennsylvania

**Mitchelle Figueroa**  
Pralex Corporation  
Humacao, Puerto Rico

**James Franks**  
Coastal Maritime Services  
Jacksonville, Florida

**Raymond Graham**  
Severson Group, LLC  
Twentynine Palms, California

**Robin Korzenicki**  
A&E Products  
Shamokin, Pennsylvania

**Sherry Meleski**  
National Fiberstock, Inc.  
Philadelphia, Pennsylvania

**Randall Mox**  
Franklin International  
Columbus, Ohio

**Elizabeth Muniz**  
Superior Services-29 Palms  
29 Palms, California

**Grace Richardson**  
Plymkraft, Inc.  
Newport News, Virginia

**Bertha Chavez Rivera**  
Juanitas Foods  
Long Beach, California

**Michael Sales**  
Del Monte Corporation  
Oklahoma City, Oklahoma

**Elias Samson**  
Del Monte Corp.  
Carson, California

**Debra Sanders**  
Church & Dwight  
Warren, Ohio

**Bernardo Villagran**  
Del Monte Foods  
Rialto, California



## CDC Kicks off 2020-2021 Flu Vaccine Campaign

The Centers for Disease Control and Prevention (CDC) and the National Foundation for Infectious Diseases (NFID), along with other public health and medical groups, on Oct. 1 kicked-off the 2020-2021 flu vaccination season. The agencies, during a virtual press conference, also emphasized the added importance of vaccination this season.

Participants, including Dr. Anthony Fauci, director of the National Institute of Allergy and Infectious Diseases at the National Institutes of Health, urged the public and health care professionals to follow the CDC recommendation that everyone 6 months and older get vaccinated against flu annually.

The agency also released multiple reports on the 2019-2020 flu season during the kickoff, including influenza vaccination coverage estimates among the U.S. public, health care providers and pregnant women. The organization also released updated preliminary estimates on the burden of flu last season, and for the first time, estimates for the burden of flu averted by vaccination last season.

During 2019-2020, CDC estimated there were 38 million flu illnesses, 18 million flu-associated medical visits, 400,000 flu hospitalizations and 22,000 flu-associated deaths. These numbers are lower than the in-season burden estimates provided last season, because they were calculated using more recently available data on flu testing practices in patients hospitalized with flu, which is a key input in the model CDC uses to generate these estimates. Influenza testing has increased in recent years, which can cause preliminary burden estimates to change. An example is the preliminary burden estimates made for the 2017-2018 season, when an initial estimate of 79,000 deaths, was later updated to 61,000. The CDC website has more information on how CDC estimates flu burden.

CDC also provided new estimates on the burden of flu averted by vaccination last season. CDC estimates that flu vaccination prevented 7.5 million flu illnesses, 3.7 million flu medical visits, 105,000 flu hospitalizations and 6,300 flu deaths. These estimates are based on vaccine effectiveness estimates from 2019-2020, as well as data on vaccine coverage during last flu season which were also released during the virtual press conference.

CDC's influenza vaccination coverage reports show that overall flu vaccination coverage (among people 6 months and older) during 2019-2020 increased from the previous season to nearly 52%. This is the highest flu vaccine coverage for this age group recorded since CDC recommended universal influenza vaccination of all persons 6 months and older in 2010. However, this figure also means



Bryan Willis, a lead analyst in the Manpower Monitoring Section at UIW/SIU Headquarters in Camp Springs, Maryland receives a September 29 influenza injection from Tayo Akada, a Walgreens Drug Store pharmacist. In addition to Willis, 38 other UIW/SIU Headquarters employees also received the vaccine. A few days later on October 2, flu shots were administered to 49 UIW/SIU employees at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The Influenza shots at both locations were provided free of charge to employees through CIGNA under a program jointly sponsored by the Seafarers Officers and Employees Welfare Plan and the Seafarers Officers and Employees Pension Plan.

that nearly half of U.S. residents did not get vaccinated.

While flu vaccination increased overall for both children and adults, coverage did not increase among certain racial and ethnic groups. Black children have lower flu vaccination coverage than children of all other racial/ethnic groups. Hispanic adults and black adults continue to have lower flu vaccination coverage than white adults. Additionally, only 44% of people with chronic conditions were vaccinated against flu last season.

And while flu vaccination coverage among pregnant women increased from 54% to 61% that still leaves a significant number of pregnant women and their babies unprotected from flu. Pregnant women and people with certain chronic conditions are among those at higher risk for flu complications, so it is especially important for them to be vaccinated against flu annually. Lastly, CDC's flu vaccination coverage estimates for health care workers show that 81% were vaccinated against flu last season. Coverage was highest among physicians (98%) and lowest among aides and assistants (72%).

CDC has emphasized the added importance of getting a flu vaccine dur-

ing the 2020-2021 flu season because of the ongoing COVID-19 pandemic. While it is unclear how the pandemic will affect the flu season, CDC is preparing for COVID-19 and seasonal flu to spread at the same time. Co-circulation could place a tremendous burden on our health care system and result in many illnesses, hospitalizations and deaths.

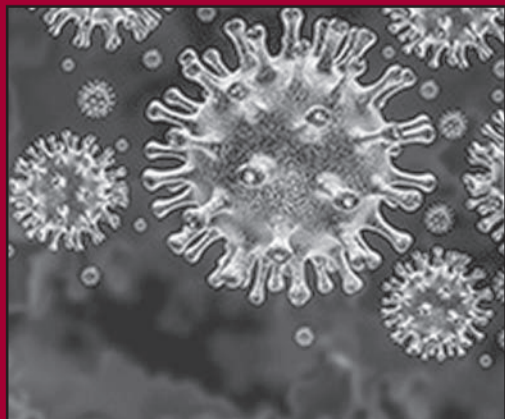
Getting a flu vaccine is something easy people can do to protect themselves and their loved ones and to help reduce the spread of flu this fall and winter. Flu vaccine will not protect against COVID-19. But vaccination has many other benefits and is part of a comprehensive public health strategy to reduce the burden of flu, which can flatten the curve of respiratory illnesses overall, help protect essential workers from flu, and preserve medical resources for care of patients with COVID-19. October marked a good time for people to start getting vaccinated, but as long as flu viruses are circulating, vaccination can continue—even into January or later. The more people who are vaccinated against flu; the more people are protected from flu.

CDC recommends everyone 6 months and older be vaccinated against flu. It

protects the person getting vaccinated and the people around them. Flu vaccines have been shown to prevent flu illness and reduce the risk of hospitalizations and deaths. Flu vaccination is proven to help protect pregnant women and people with chronic health conditions while reducing the burden of flu on our communities and health care system.

This year, especially, it will be most important to protect those at higher risk for flu complications. Many of these people are also at high risk for COVID-19 illness or serious outcomes. It is also important for caregivers and essential workers to protect themselves and those around them from flu by getting a flu vaccine.

Manufacturers estimate between 194 and 198 million doses of flu vaccine will be available this season. Approximately 99% of the flu vaccines will be quadrivalent. COVID-19 activity may affect when, where and how flu vaccines will be given. CDC has provided interim guidance for vaccination to help immunization providers ensure safe administration of vaccines during the pandemic. So far, nearly 90 million doses of flu vaccine have been distributed in the United States.



## Two COVID-19 Vaccine Candidates Show Promise

A pair of experimental COVID-19 vaccines are giving people across the United States a ray of hope that the deadly disease soon can be brought under control.

According to several published reports, Pfizer Inc. (in collaboration with BionTech SE) and Moderna Inc., announced recently that their respective vaccine candidates are showing tremendous promise. Pfizer on Nov. 9 stated that its vaccine looked 90% effective. About one

week later on Nov. 16, Moderna revealed that its vaccine appears to be 94.5% effective, according to preliminary data from an ongoing study. The announcements put both companies on track to seek permission within weeks for emergency use in the U.S.

"The results are 'truly striking,'" said Dr. Anthony Fauci, the U.S. government's top infectious-diseases expert. "The vaccines that we're talking about, and vaccines to come,

are really the light at the end of the tunnel."

In the eyes of many, a vaccine can't come fast enough. As of Nov. 19, there were 11,953,973 confirmed corona virus cases in the U.S. More than 257,000 people had died from the disease and some 12,000,000 others had recovered. Governors and mayors across the nation have begun to ratchet up restrictions ahead of the upcoming Christmas and New Year's holidays.