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The ENTERTAINER

SERVICE • HOSPITALITY • GAMING

SEATU Shops Reopen With Precautions Some Members Return to Work, Others Remain Sidelined



The above are screenshots from one of the numerous video conference calls between SEATU delegates, members and officials. From left to right: Delegate Crystal Malone, Delegate Jamie Edge and Delegate Pam Lewis.

Editor's Note: The COVID-19 pandemic is a constantly evolving situation. This article reflects the status of SEATU members and contracted workplaces as of press time.

As much of the country remains under quarantine restrictions, many of the SEATU-contracted casinos across the country are slowly reopening. It's not business as usual, but union workers are returning to find worksites that have taken every possible precaution to keep them safe while on the job.

Some of these worksites are operating at a reduced capacity of guests, as the rules vary state by state. When asked, SEATU members responded that they were more than ready to get back to work.

"The membership is ready to return to work, but are happy that unemployment has taken care of them during this rough time with additional compensation. They are eager to return and ready to take on new job duties to prevent COVID-19 from occurring at their workplace," said SEATU Representative Ashley Smith.

SEATU Representative Amber Gibson remarked, "This is a new world. This is learning how to adapt to the new world while learning how to let go of the old world. This is chaos in the most unusual form. No one knows what will happen next because dates keep being changed, and regulations keep changing."

"The Union has maintained cautious optimism throughout the pandemic, although we are continually re-evaluating the uncertainties and difficulties placed upon our members by the government shutdowns affecting the entirety of the gaming industry," said SEATU Representative Tyson Little. "As we cross the threshold of an epoch revealing challenges never seen before in our lifetimes, we continue to search for new ways to support our members and keep them informed about the most current resources available to them. We recognize that in the foreseeable future, we will have to continually adapt to a rapidly evolving situation with unknown regulatory burdens to be placed upon the Companies, our members as well as ourselves."

David Rohrer II, a SEATU Delegate at Hollywood Casino Lawrenceburg, said, "In these uncertain times, as we are all socially distancing, it's easy to feel doubts

and concerns. To fear that the thing we are distancing ourselves from the most is our future. From the beginning, [SEATU Representative] Ashley Smith and all the dedicated and caring people of SEATU and Penn Gaming have been working so tirelessly to make information and assistance available, to help navigate these uncharted waters. The knowledge that if at anytime I have a question or comment or just want to hear a friendly voice, I can call and talk it out, has helped keep many a sleepless, woeful night at bay. I can't thank you all enough for what you've done and what you are doing to get us all safely back to the future ... closer together, even at 6 feet away."

"The Union has done an excellent job of keeping the members informed and providing us with some level of comfort during this pandemic. We really appreciate all the hard work the Union is doing behind the scenes. All of us here at Hollywood Casino Perryville understand that this was unforeseen but we are extremely thankful for the support from SEATU," said Delegate William Monahan.

Gina Fumi-Fiamawle, a Gaming Attendant at Miami Valley Gaming, said, "The union has been a great help. Ashley has been very responsive to questions about filing for unemployment during this time, and keeping us informed of the latest word from the companies on reopening."

Fumi-Fiamawle also mentioned that she keeps in touch with her fellow union coworkers on a daily basis, and passes on any useful information she receives from the union.

Abbey Heller, a Food and Beverage Delegate at Hollywood Casino Kansas Speedway, said, "There are a lot of unknowns, but slowly but surely a lot of things have been addressed, and the fine details of little things have been ironed out. Some of us go back to work on Mon-



Delegate Abbey Heller, in a file photo from the 2019 SEATU Convention.

day, and I know some of my fellow delegates have been called back in. We're going in phases, and there are some obvious health concerns, but I feel like the union has our backs.

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President's Column

We're In This Together

As this edition went to press, the coronavirus pandemic continued wreaking havoc with everyday life in the United States and indeed across the globe.

I encourage all SEATU members and their families to take the situation seriously, but don't panic. Stay informed, be good neighbors, and remember we're all in this together. A crisis of this magnitude should unite us.



Michael Sacco

PRO Act

While we in the labor movement aren't kidding ourselves about the prospects of the PRO Act quickly advancing in the Senate, the House's passage of this pro-worker bill is still quite noteworthy. It establishes an important building block and lets us see where legislators stand on labor law reform and workers' rights.

The surest way to grow the middle class is through collective bargaining and union representation. Government data and other studies consistently show that union members earn more money and enjoy better benefits than their unrepresented counterparts. Union apprenticeships (many of which are done in partnership with employers) often provide a clear path to rewarding careers, too.

Management also benefits from strong unions. When workers have a voice on the job and are compensated fairly, they're much more likely to be reliable and efficient and to stick around, thereby reducing turnover and its associated costs. Unions provide accountability on both sides as well.

By any reasonable measure, many of America's labor laws are broken. More often than not, the deck is stacked against workers who seek to join or form a union – and there's no recourse against employers who violate their employees' rights in union organizing campaigns and elections.

The PRO Act is good for workers and good for America. SEATU stands behind it and will work to overcome any obstacles to it becoming law.

Ongoing Relief Efforts

As our relief efforts for Puerto Rico continue, I thank every individual and every organization that has stepped up. While the earthquake-induced damage in the territory is extensive, so too are the collective responses of labor and management. We're committed to helping, as much as possible for as long as needed.

One of the most uplifting aspects of the current outreach is that we all sprang into action – labor and management, together – without being asked. Unfortunately, that need remains significant, mostly in the territory's southern region. Homes, businesses, schools and roads were damaged or destroyed. There are no quick fixes, but we're taking steps to bring as much relief (and restore as much functionality) as possible. Stay tuned.

Election Day Approaches

Election Day will be here before we know it, and it's definitely not too soon for SEATU members to make sure you're registered to vote. Go online or check with your union rep if you need assistance. Every vote counts, and that's not a cliché. It's the truth.

Back when we were heading towards the winter holidays, someone forwarded me a message that said, you can save money on Christmas gifts this year by making it a point to talk about politics at Thanksgiving dinner. I laughed and shook my head at the same time.

Civility can be in short supply when engaging in political action or political discussions, but it doesn't have to be a lost art. I encourage everyone to remember that we all want what's best for our great nation, and while there's nothing wrong with strongly felt disagreement, we can all benefit from focusing on facts and maintaining respect for each other.

SEATU Representative Helps Feed Community

Even during a pandemic, the union leads by example when it comes to supporting the local community. SEATU Representative Amber Gibson, along with her husband and grandson, pitched in to support a drive thru food distribution on July 18.

The event, hosted by the Community Builders of Kansas City, served 415 households with food provided by Harvesters Community Food Network, including 814 adults, 584 children and 138 seniors. It also offered on-site COVID-19 testing, administered by Swope Health.

"We had a great time," said Gibson. "We distributed boxes of meat, dairy, and produce to folks in the community. I know they had a line for people to get tested for COVID-19 as well." She added that SEATU

was not the only union lending a hand, as several other unions offered assistance at the event.

"It was heart-warming to be able to give to folks that may not qualify for any other assistance, she continued, "They just could use a little relief. There were people that walked up with carts. There was an older gentleman that came with a rolling cart, he got as much as he could, and made three trips to get everything he was entitled to get. He said thank you probably 20, 30 times."

She concluded, "Some folks were homeless and some were families that were just struggling. Everyone was super thankful. It was great to be able to have my grandson help with this. He is 13 and he learned how important it is for us to give to our community."



A group photo of some of the volunteers at the event. Gibson is second from right.

As Worksites Reopen, SEATU Members Stay Safe

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[The delegates and union leadership] were all in a video chat, and [Assistant Vice President] Bryan Powell and Amber Gibson reassured us that they were going to work with companies to make sure we would be as safe as we can be.

"Things have been happening so quickly, but Amber has been staying on top of things, and I know that if there's a new issue, it would be addressed and handled. When this all started, Amber was really good about letting us know what was going on, and helping us apply for unemployment, which I never would have expected her to do," Heller concluded.

SEATU Directory

HEADQUARTERS

5201 Capital Gateway Drive
Camp Springs, MD 20746
(301) 899-0675

ALGONAC

520 St. Clair River Dr.
Algonac, MI 48001
(810) 794-4988

ANCHORAGE

721 Sesame St., #1C
Anchorage, AK 99503
(907) 561-4988

BALTIMORE

2315 Essex St.
Baltimore, MD 21224
(410) 537-5987

COLUMBUS

2800 South High St.
Columbus, OH 43207
(614) 497-2446

GUAYNABO

457 Hillside St.,
Guaynabo, PR 00907
(787) 400-8150

HONOLULU

606 Kalihi St.
Honolulu, HI 96819
(808) 845-2928

HOUSTON

625 N. York Street
Houston, TX 77003
(713) 659-5152

JACKSONVILLE

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

JOLIET

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

KANSAS CITY

5756 North Broadway
Kansas City, MO 64118
(816) 741-9502

LAWRENCEBURG

285 East High St.
Lawrenceburg, IN 47025
(812) 539-2941

MOBILE

1640 Dauphin Island Pkwy.
Mobile, AL 36605
(334) 478-0916

NEW ORLEANS

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

NEW JERSEY

104 Broadway
Jersey City, NJ 07306
(701) 434-6000

NORFOLK

115 Third St.
Norfolk, VA 23510
(757) 622-1892

OAKLAND

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

PHILADELPHIA

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

PINEY POINT

45353 St. George's Avenue
Piney Point, MD 20674
(301) 994-0010

PORT EVERGLADES

1221 S. Andrews Ave.
Ft. Lauderdale, FL 33316
(954) 522-7984

ST. LOUIS/ALTON

4581 Gravois Ave.
St. Louis, MO 63116
(314) 752-6500

TACOMA

3411 South Union Ave.
Tacoma, WA 98409
(253) 272-7774

WILMINGTON

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Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The two-week training courses begin with a week of "Norwegian" training, as specified by the vessel operator, followed by a week of fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. With an average class size of 18 students, over 2,900 SEATU members have completed their training since March 2014. Following are class photos from some of the most recent courses.



Above (not all are pictured): Franklin De Rochemont, Austin Garrido, Kevin Gonzalez, Teresa Haywood, Andrew Kamis, Klelia Lopez Najarro, Juan Daniel Mendoza, Jacqueline Miller-Audeh, Daisy Nalicat, Aaron Ponder Jr., Iris Ramos Lopez, Christopher Sianez, Lakeisha Simmons, Jack Thibault, Courtney Thompson, Vongdeuane Vongphrachanh, Kennedy Washington and Justin Zacek.



Above, in alphabetical order (not all are pictured): Mercedes Blair, Kathleen Ervin, Andrew Fierro, Eric Finkelstein, Kevin Gonzalez, Max Haid, Jeremy Keith, Tamara Knight, Juan Medrano, Juan Daniel Mendoza, Tanja Morgan, Jonathan Motes, Daisy Nalicat, Raymond Santos, Brent Shawl, Serdel Small, Elizabeth Sullivan, Maryann Torres, Stacy Wright and Nashey Zavas.



Above (not all are pictured): Lambert Barnes, Marsha Courtney, Samuel Day, Kristofer Drake, Amanda Flannery, Darrick Dirardi, Devine Lents, Julian Muse, Ian O'Donnell, Oluseyi Oyegunle, Michael Pasquella Deiderich, Ryan Preston, Vincent Punjabi, Joseph Revilloza, Eric Romans, Jamey Sherman, Melissa Smith, Elena Tiu, Maryann Torres and Melissa White.

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Text Alerts

Delegates Needed

Delegates are needed at workplaces in all SEATU jurisdictions. Contact your local union hall for more information.

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

Established by the Supreme Court in 1975, the rights guarantee employees the right to union representation during investigatory interviews with management. An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

If an employee has a reasonable belief that discipline or discharge may result from what they say during such an interview, they have the right to request union representation. It's important to remember that management is not required to inform employees of their Weingarten rights; employees have the responsibility of knowing that these rights exist and to request that they be invoked when appropriate.

Copies of the Weingarten Rights are posted on all union bulletin boards. They also can be accessed on SEATU's web site at www.seatu.org, linked under the Members Rights section. Individuals with questions regarding these rights should contact their SEATU representative, delegate or shop steward.

Become Familiar With Your Labor Contract

All SEATU members, especially those in bargaining unit classifications, are reminded to obtain, read and become familiar with the provisions of their labor contracts.

It is equally important to be aware of the company's policies and procedures where labor issues are concerned. Knowledge of both better enables members to invoke their rights as necessary and protect them when threatened.

Those desiring copies of their labor contracts should contact their on-site delegate or visit their union hall.

Support Your Newsletter

All members are encouraged to share their ideas for stories and photos with the editorial staff of *The Entertainer*. Become the eyes and ears in your work areas by staying abreast of newsworthy events such as promotions, awards, retirements, participation in community activities, etc.

The Entertainer staff would also like to know about anyone who has or participates in unusual hobbies for possible feature stories.

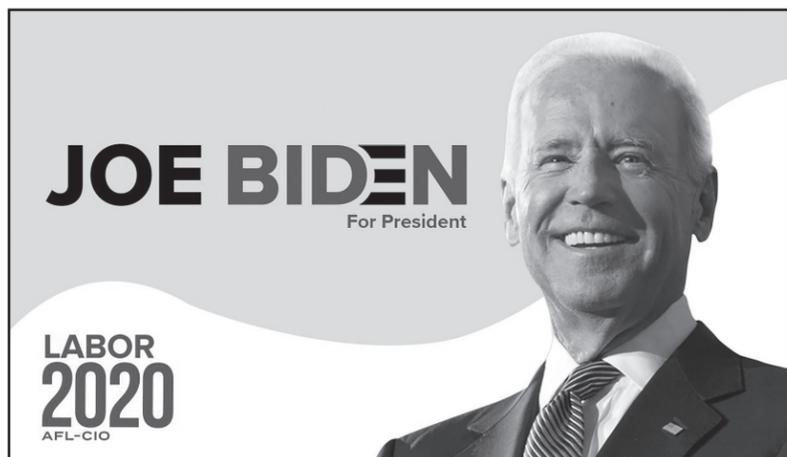
Contact your union representatives with any tips you may have so that we can give recognition to those who richly deserve it.

AFL-CIO Endorses Joe Biden for President

The General Board of the 12.5 million-member, 55-union AFL-CIO (to which SEATU is affiliated) on March 26 voted to endorse Joe Biden for president of the United States. Over the past year, working people have engaged in a comprehensive process to ensure our voices are heard and we play a prominent role in shaping the change in direction our country needs.

"Joe Biden is a lifelong supporter of workers and has fought his entire career for living wages, health care, retirement security and civil rights," said AFL-CIO President Richard Trumka. "Our members know Joe has done everything he could to create a fairer process for forming and joining a union, and he is ready to fight with us to restore faith in America and improve the lives of all working people."

Over the next five months, the labor movement will draw a clear contrast between Biden and President Donald Trump. Trump's record of slashing rules designed to protect us on the job, cutting workplace health and safety inspectors to their lowest level in history, and taking away overtime pay from millions of workers are just a few ways working people have been hurt by the current



administration. Worse yet, America's working families and communities are suffering because of Trump's delinquent, delayed, disorganized and deadly response to the coronavirus.

"Working people have responded to COVID-19 with passion and dedication, even as our federal government falls down on the job," Trumka said. "Just imagine what we can accomplish with an ally in the White House."

The labor movement is mobilizing across the country, in every city, state and community to ensure our mes-

sage is heard loud and clear. While the methods may look a little different in the face of COVID-19, our program will continue its massive reach through virtual phone banks, peer-to-peer texting, digital actions and, as always, union member-to-union member conversations.

"The path to the presidency runs through the labor movement," Trumka concluded. "And with the full force and unmatched reach of our political program, we are ready to pave that road for our friend Joe Biden."

SEATU Notebook

Algonac/Detroit Metro

Current Delegates:
M/V Detroit Princess
Bar Staff: CaSandra Houston
Wait Staff: Seeking volunteers
Kitchen Staff: Anthony Young

Boston

Current Delegates:
Plainridge Park
Food & Beverage: Rob Bergeron, Jenee Jenee, Russ Selvitella, Stephen Stern
Player Services: Jim Didio
EVS: Keith Hayward
Seeking Delegates: Mutuels, Deep Cleaners, Cooks, Barbacks, Stewards

Chicagoland/Joliet

Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.
Hollywood Casino Joliet: Marsha Gavin, Manuel Peralta
Majestic Star: Matoya Coleman
Ameristar: Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.
Current Delegates:
Restaurant: Daniel Long
Hotel-Housekeeping: Lucia Colon
Galley/F&B: Seeking volunteers
Bar/Gift Shop: Seeking volunteers

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.
Food & Beverage: Susan Hunt
Slots: Alfonso Hernandez
Maintenance: Donna Miller
Player Services: Crystal Malone

Lawrenceburg

Current Delegates:
Slot Attendant: Carl Marting
Slot Technician: Nick Hall
EVS Steward: Warren Walls
Cage & Credit: Linda Richter,
Food & Beverage: Cassandra Cole
Guest Services: Seeking volunteers
Wardrobe/Gift Shop: Seeking volunteers
Hotel: Linda Hensler
Maintenance: Kyle Callahan
Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.
Current Delegates:
Hollywood Casino Perryville
Food & Beverage: Beth Knight
Table Games: Seeking volunteers
Poker Dealer: Bill Monahan
Maryland Live! Casino
Food & Beverage: Glory Warrick
EVS: Seeking volunteers
Housekeeping: Seeking volunteers
Baltimore/Washington International Airport
Lead Delegate: Shauntae Dawson

New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.
Current Delegates:
MOPS: Seeking volunteers
Food & Beverage Hotel: Seeking volunteers
Bell/Luggage Attendants: Seeking volunteers
Maintenance: Tony Blanks (chief delegate)
Boat: Trina Hester

Ohio

Miami Valley Gaming
Cage: Kyle Bauer
Count Room: Daniel Estle
Gaming Attendants: Gwen Nevin, Gina Fumi-Fiamawle
Gaming Technician: Shawn Brown
Facilities: Andrew Johnson
Food & Beverage: Carlos Mendez, Kerri Gates
Player Services: Tom Cox
Warehouse: Tabitha Stephens
Hollywood Gaming Dayton Raceway
VLT: Nieawna Russel
F&B: Jackson Wolph
Facilities: Scott McCane
Cage: Amy King
Mutuals: Linda Yeatman
Hollywood Gaming at Mahoning Valley
Current Delegates:
Food & Beverage: Nilsa Lipscomb, Dasia Flenoury
VLT: Justin Teaque
Facilities: Mike Morris,
Retail: Joyce Pishkur

Riverside

Current Delegates:
Cage: Pam Knapp
Food & Beverage: Jaime Edge, Pam Lewis
Count Room: Jackie Hibbs
Slots: Sabrina Louthain
Maintenance: Ahmad Alzaidi
EVS: Eddie Heilmann

St. Louis/Alton Metro

Current Delegates:
Food & Beverage: Maggie Roy, Dennis Baker, Lisa Longo
Housekeeping: Georgetta Sanders
Cage & Credit: Hope Jones
Marine Crew: Merle Caselton
Count Team: Chloe Lake