

The
ENTERTAINER

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New Overtime Rule a Big Win for Labor



Secretary of Labor Thomas Perez

In a landmark decision, President Barack Obama and Secretary of Labor Thomas Perez on May 18 announced the publication of the Department of Labor's (DOL) final rule updating overtime regulations. These new rules will automatically extend overtime pay protections to more than 4 million workers within its first year of implementation, including many hardworking union families.

President Obama noted the importance of this new rule when he said, "If you work more than 40 hours a week, you should get paid for it or get extra time off to spend with your family and loved ones. It's one of most important steps we're taking to help grow middle-class wages and put \$12 billion more dollars in the pockets of hardworking Americans over the next 10 years. For generations, overtime protections have meant that an honest day's work should get a fair day's pay, and that's helped American workers climb the ladder of success."

That's what middle-class economics are all about. But after years of inflation and lobbyists' efforts to weaken overtime protections, that security has eroded for too many families."

"Our whole mission here is about strengthening and growing the middle class," Perez said. "In order to do that, we need to ensure that middle class jobs pay middle class wages. The angst that people feel across this country is so frequently the product of the fact that they're working hard and falling further behind."

According to AFL-CIO President Richard Trumka, "New overtime protections mark a major victory for working people that will improve the lives of millions of families across America. The new rule more than doubles the salary threshold, ensuring workers who make less than \$47,500 are eligible for overtime. We applaud the Obama administration heeding the call for action to ensure working people get paid for all the hours we work. Taking this step to restore overtime is one of the many ways we are beginning to change the rules of our economy that are rigged in favor of Wall Street."

These new laws provide a sense of security for millions of Americans, who have been working off the clock with no guarantee of compensation until now. The final rule focuses primarily on updating the salary and compensation levels needed for executive, administrative and professional workers to be exempt. Specifically, the final rule:

- Sets the standard salary level at the 40th percentile of earnings of full-time salaried workers in the lowest-wage Census Region, currently the South (\$913 per week; \$47,476 annually for a full-year worker);
 - Sets the total annual compensation requirement for highly compensated employees (HCE) subject to a minimal-duties test to the annual equivalent of the 90th percentile of full-time salaried workers nationally (\$134,004); and
 - Establishes a mechanism for automatically updating the salary and compensation levels every three years to maintain the levels at the above percentiles; and to ensure that they continue to provide useful and effective tests for exemption.
- Additionally, the final rule amends the salary basis test to allow employers to use nondiscretionary bonuses and incentive payments (including commissions) to satisfy up to 10 percent of the new standard salary level.



AFL-CIO President Richard Trumka

Vice President Joe Biden spoke about the new rule, saying, "Right now, you're guaranteed overtime if you're an hourly worker, but if you're salaried, you're only automatically guaranteed overtime if you make less than \$23,660. If you're a manager on salary and you work an extra 10, 20, 30 hours a week – you often don't get paid a dime more for those additional hours. That's simply wrong. Starting in December, we're making sure that more workers get paid fairly for the overtime hours that they work."

The effective date of the final rule is December 1, 2016. The initial increases to the standard salary level (from \$455 to \$913 per week) and HCE total annual compensation requirement (from \$100,000 to \$134,004 per year) will be effective on that date. Future automatic updates to those thresholds will occur every three years, beginning on January 1, 2020.

Top Pro-Worker Economist: U.S. Laws Must Change to Reflect Family Realities

Editor's Note: The following article was written by the Press Associates Union News Service.

Some basic U.S. laws – especially the Social Security Act and the 1938 law enacting the minimum wage and the right to overtime pay – must be changed to account for different U.S. family structures, notably that most women now work, a top pro-worker economist said.

"American families used to have this silent partner," the wife who stayed home to take care of the kids while the husband went to work, stated Heather Boushey, a former top analyst at the Economic Policy Institute and now director of the Washington Center for Equitable Growth, a new think tank.

"So long as she was at home, businesses didn't have to think about that," Boushey added at a June 8 book talk at AFL-CIO headquarters in Washington, D.C. Now with the U.S. workforce split virtually 50-50 by sex and with a majority of women working, they do, she noted.

The old model of two parents, with the husband working and the wife at home, is now a minority of American households, she pointed out. Only 18 percent of U.S. families have a single breadwinner, and she's often a single mom who lacks time to take care of her kids, Boushey explained.

Boushey's book, *Finding Time: The Economics Of Work-Life Conflict*, explores this new reality and its impact on working women and their families. But it also highlights how the New Deal-era labor legislation has

not been changed to take account of those trends.

The time crunch is a top problem for working women, along with unequal pay, according to a recent AFL-CIO survey of 23,215 working women. Equal pay for equal work was the top problem they cited, with 46 percent putting it first. But one-third of the working women toiled for more than 40 hours weekly, including one of every nine working over 50 hours per week.

In addition, 32 percent of working women had unpredictable hours, 23 percent were forced to work mandatory overtime and 19 percent worked more than one job.

That's a far cry from the situation women faced in 1938, or even in the 1950s and early 1960s, Boushey said.

While the book lays out the new realities in detail, Boushey spent much of her talk on policy recommendations to cope with the new reality. Many of those will depend on state or national legislation – such as paid family leave, "just hours" laws, raising the minimum wage and equal pay for equal work. Workers and their allies must campaign for those and elevate them to the top of the national discussion during the current election,

Boushey added.

There has been some success, more than people would have believed 20 years ago, she noted. Paid family leave laws have been enacted in Rhode Island, California, New Jersey and New York. Connecticut enacted a paid sick days law.

Nevertheless, current laws still have major holes, Boushey insisted.

For example, she said, the unpaid Family and Medical Leave Act, enacted in 1993 after a decade of labor and women's groups efforts, still doesn't cover almost half of U.S. workers. And even those it covers often can't use it because they can't afford unpaid leave.

Similarly, caregivers, for both the elderly and pre-K kids, suffer wage discrimination and many are exempt from minimum wage and overtime laws. "Caregiver discrimination also has an unconscious bias" against women and minorities, Boushey declared. The lack of "updating of our policies" in those areas "is also a form of bias" against women, minorities and families.

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President's Column

Big Wins For Workers

Congratulations are in order for nearly 40,000 of our brothers and sisters from the Communications Workers of America (CWA) and the International Brotherhood of Electrical Workers (IBEW). Thanks to a tentative agreement, they returned to work June 1 following 44 days of walking the picket lines against communications giant Verizon.

They went on strike April 14 after working without a contract since August 1, 2015. According to CWA and IBEW leadership, Verizon executives, who had taken home hundreds of millions of dollars during the last few years, were seeking to move jobs off-shore, outsource work to low-wage contractors, close call centers, and force technicians to go on months-long assignments away from home. Union reps also accused Verizon of cutting staff instead of living up to promises to install more FiOS fiber lines.

The new agreement, which is expected to be ratified by the membership of both unions, features huge gains for the rank-and-file workforce. Verizon will add 1,300 new East Coast call center jobs, and reverse several other outsourcing initiatives that will create new field technician jobs. The four-year proposed agreement also provides raises, a signing bonus, health care reimbursements, pension increases and other gains plus a first contract for Verizon Wireless retail store employees in Brooklyn, New York and Everett, Massachusetts.

It's a great package for the workers, but it did not come easy. A lot of behind-the-scenes work took place before it could be hammered out. In fact, U.S. Labor Secretary Thomas Perez reached out to the parties (Verizon CEO Lowell McAdam, CWA President Chris Shelton, and IBEW President Lonnie Stephenson) and invited them to meet with him in Washington to discuss the conflict and the issues involved.

And while we may never know what was said during the resulting get-together, there's no doubt that it was highly productive. Secretary Perez deserves a great deal of credit for facilitating the resulting agreement. It's a tremendous victory for the thousands of brothers and sisters of the CWA and IBEW.

New Overtime Rules

And speaking of victories, more than 4 million workers throughout the country stand to benefit from recently released changes to overtime pay (see related story elsewhere in this edition of *The Entertainer*).

President Barack Obama and Secretary Perez in May announced the publication of the Department of Labor's final rule that updates regulations governing who qualifies for overtime pay. In my view, the regulations, which are scheduled to take effect Dec. 1, mark a badly needed win for employees who are paid by salary and don't receive any money extra when they work more than 40 hours in a week.

Under the new regulations, salaried employees who make less than \$47,476 per year, or \$913 per week, will have to be paid time-and-a-half after reaching the 40 hours per week mark. That's a considerable increase from the current threshold of \$23,660, which only has been updated one time since the 1970s. To be sure, these changes have been a long time coming; but they go a long way toward realizing President Obama's commitment to making sure that all workers are fairly compensated for their hard work.

The foregoing victories just go to show what can be achieved when you have an administration that's truly concerned about workers' issues and is not afraid to get into the trenches with them and fight to protect their rights. That's something to keep in mind as Election Day approaches. It's in our best interest to support candidates – at every level of government – who will support America's working families.

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AFL-CIO Endorses BCTGM's Nabisco Boycott

Campaign encourages Americans to "Check the Label" in support of American Jobs

The Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (BCTGM) - which represents nearly 4,000 members at Mondelēz International, maker of Nabisco snack products – on April 27 announced that the AFL-CIO has officially endorsed its nationwide consumer boycott of Nabisco snack products made in Mexico.

The union's "Check the Label" campaign was launched to stop Nabisco/Mondelēz from continuing to outsource jobs, by urging American consumers to reject Mexican-made Nabisco products and, instead, buy those that are produced in America in support of middle-class American jobs. The AFL-CIO's endorsement is a watershed moment in BCTGM's boycott movement, as it adds 12.5 million members in 56 affiliated national and international unions, as well as their families and their local and extended communities across the United States and the globe.

BCTGM International President David B. Durkee said, "BCTGM is proud to have the support of our 12.5 million brothers and sisters of the AFL-CIO who share our profound dismay that Nabisco/Mondelēz is asking American workers to give up 60 percent of their wages and benefits - amounting to \$46 million per year in perpetuity - or have their jobs shipped to Mexico.

"The AFL-CIO's backing sends the strongest signal yet that American workers and consumers will not stand idly by while Americans lose their jobs," he continued. "Most immediately, we believe that the endorsement lends substantial and sustainable support to our Check the Label campaign, aimed at supporting American jobs by ensuring consumers' favorite Nabisco products are produced in America before purchasing."

BCTGM launched the Check the Label campaign after Nabisco/Mondelēz closed numerous U.S. production facilities, costing many hundreds of American jobs, while at the same time expanding production in

its facilities in Monterrey and Salinas, Mexico, where pay is so low that the minimum wage is measured by the day, not the hour. BCTGM is sending teams of the laid-off workers around the country, focusing on large urban areas, to enhance support for the boycott and continue to expand its coalition.

The National contract between Mondelēz International and more than 2,000 of its 4,000 workers represented by the BCTGM, expired Feb. 29, 2016. BCTGM continues to be resolute in its commitment to securing a quality contract for its members – one that is in the very best interests of all members and their families today and into the future.

SUPPORT AMERICAN JOBS! CHECK THE LABEL!

AFL-CIO Endorsed!

Nabisco/Mondelēz is slashing good middle-class American jobs and shipping them to Mexico.

Do YOU know if your favorite Nabisco products are MADE IN MEXICO?

Nabisco/Mondelēz has plants in Monterrey and Salinas, Mexico where low-wage workers, in workplaces with lax regulatory standards, are producing Nabisco products.

Make sure your family only purchases Nabisco snacks made by your fellow American workers. **CHECK THE LABEL** on the back of every Nabisco package (near the expiration date and UPC code) before you purchase.

There are TWO ways to tell if your Nabisco snacks are MADE IN MEXICO:

1

Check for the words "Made in Mexico"

2

Check the plant identification code:

DO NOT BUY:
MM = Monterrey, Mexico
MS = Salinas, Mexico

DO BUY:
AE = Chicago
AH = Portland, Ore.
AP = Fairlawn, N.J.
AX = Atlanta
AZ = Richmond, Va.
XL = Naperville, Ill.

DO NOT BUY Nabisco products made in Mexico and tell your grocery manager to stock ONLY AMERICAN-MADE Nabisco/Mondelēz snacks!

LEARN MORE:

- www.fightforamericanjobs.org
- BCTGM International Union
- @BCTGM_Nabisco

WATCH OUR VIDEOS:

- The 600
- Check the Label

PROTECT AMERICAN JOBS

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Economist: Laws Must Support Families

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Unions can and must elevate such work-family issues to the top of their bargaining agendas, Boushey told a questioner from the Laborers, after her formal talk ended. "But one frustration is that nine out of 10 private sector workers don't have a union," she said.

With that in mind, they need legislation, at the state and federal levels, to give them just schedules, equal pay and subsidies to help with the full cost of child care, she explained: "If you're very, very poor, you get child care subsidies, or Medicaid. But if you're middle-income, you can't."

Child care, Boushey noted, could cross ideological lines, since everyone has kids or knows someone who

has kids. The quality of child care, she added, is directly related to the wages of child care providers. Federal data show them among the lowest-paid U.S. workers.

But the quality child-care fight might also be better at the state and local level, Boushey told a questioner from the Teamsters: "We often say in the labor movement that the states are laboratories of democracy. We're at that moment here – for everything except paid family leave – where it can be done at the state and local level."

Paid leave is the exception, Boushey said, because, left to themselves, "blue states" – Democratic-run – would enact it and "red states" governed by the GOP would not. And yet women and families in the red states actually need it more, she said.

Whether Boushey's recommendations will become law, and when, is another matter. The current Congress has fought against federal paid family leave, paid sick days, raising the minimum wage and just hours legislation.

Moderator Katie Corrigan of the AFL-CIO noted that "even in progressive circles, we haven't seen a lot of action" on women's and family issues, except for groups such as the National Partnership for Women and Families and the National Employment Law Center.

Those issues "have not been at the center of the (national) conversation and they should be," Corrigan said. "They should be at the center of organizing and contracts," too.

SEATU Executives, Labor Movement Supporters Meet with Congress

On June 14, SEATU officials and roughly 100 other champions of the labor movement and business community came together and participated in more than 100 meetings with U.S. senators, representatives and their assistants to help drive home the importance of labor issues. This yearly event (formally known as the Maritime Congressional Sail-In) is of prime importance to America's working families, as face-to-face meetings with legislators and their staffs are an effective way to influence the policies and laws that shape the future of labor. In addition to labor laws, officials were adamant on the importance of the Passenger Vessel Services Act, which helps keep the *Pride of America* flying the U.S. flag and employing SEATU members.

In the photo at right, SEATU Vice President Augie Tellez (left) stands with other union officials and business leaders alongside a representative (middle) of Sen. Ben Cardin's (D- Maryland) office.



20 SEATU Members Pass Lifeboatmen Course



Twenty SEATU members working aboard the *Pride of America* recently completed Lifeboatmen training, as Paul Hall Center Instructor Pat Schoenberger visited the vessel. The classes took place from April 4 - April 15 onboard the ship, with a morning and evening class each completing the training.

In the photo at left, in alphabetical order: Jennifer Elliot, Rolando Hernandez, Mark Hoelscher, Cordero Kemp, Joel Lastimoza, Noelle Meyer, David Sadler, Kayla Thompkins, William Whitton and Timmy Williams. Instructor Pat Schoenberger is at the far left.

Below, in alphabetical order: Carley Barrick, Jeffrey Dearborne, Jacob Kautz, Shawn Killion, Scott Kozak, David Main, Freddie Palao, Neil Peterson, Pedro Rodriguez and April Simmons. Instructor Pat Schoenberger is at the far right.





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 1,500 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent classes.



At left, in alphabetical order: Christopher Covington, Jade Covington, Kianda Ervin, Ashley Gigous, Desirea Grabenstein, Xylina Green, Paul Hudgins, Bobby Licudine, Tyler Lillard, Matthew Lopez Bishaw, Daniel Lynam, Karlene McLeod, Christopher Minchau, Kevin O'Shea, Daniel Paniri, Gabriela Ponce Brambila, Benjamin Porter, Alyssa Ruggiero, Corey Schneider, Corian Simpson, Amy Wilbanks and Lovell Williams. Instructors Michael Roberts and Joseph Zienda are standing at the far left and right, respectively.

Below, in alphabetical order: Samantha Azstalos, Khaldoun Bibi, Wycliffe Brown, James Catherson, Jazzmine Cross, Kelly Dean, Jennifer Favela, Mario Fernandez Vinat, Jose Gavino, Alessandra Gentile, Audrianna Gonzales, Jeffery Holzberlein, Chole Irish, Carson Krug, Latasha McCoy, Jophinecris Million, Ellen Moore, Daniel Morel, Yudelda Nelson, Rubin Toledo Jr. and Kashell Woodson. Instructor Mark Cates is standing on the far right.



In the photo above, in alphabetical order: Alexis Arnold, Lisa Bell, Jolanta Bonar, Heath Bristol, Daniel Bruno, Ricky Chaidez, Alberto Dela Torre, Melissa Dobbs, Amy Dorsey, Daniel Fashana, Patrick Jean, Tamela Jones, Devin King, Erika McFolling, John Morton, Jason Simmons, Gladys Smith, James Smith, Clark Strasburg, Laura Taylor, Quayshaun Wadley and Zachary Wolf. Instructor Michael Roberts is at the far right.

At right, from left to right: Instructor John Thomas, Terrance Brown, Abdelhak Habib and Instructor Wayne Johnson Jr.



Congratulations!

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



At right, in alphabetical order: Autumn Bostick, Mashonda Corley, Jucinto Durant, Jay Escobar, Skyler Ford, Olivia Gesell, Tremayne Hedgepeth II, Zachary Held, Cedric Hicks, Candida Martinez, Kevin McCormack, Kristen Morin, Andrew Myers, Deepa Panicker, Alex Pearce, Jonah Pielow, Jason Qualls, Elizabeth Robertson, Stephanie Thompson, Lorena Uribe, Marcus Willis and Adam Woods. Instructors Michael Roberts and Joseph Zienda are standing at the far left and right, respectively.



Pictured at left: Liliana Aguayo, Tarek Ali Amer, Diane Anderson, Kelsey Bailey, Freddie Brown Jr., Michael Carlson, Logan Clark, Victor Espinoza, Carlee Gillespie, Ryan Giordiano, Wailani Gonzalez Ruiz, Steven Green, Blessie Keita, Michael Lange, Eli-james Opinaldo, Bryan Suello and Hasret Yuk-sel. Instructors John Thomas and Joseph Zienda are standing at the far left and right, respectively.

The following SEATU members are pictured at right: Jermaine Davis, Bridgette Hall, Wendell Harley II, Akoya Johnson, Roland Laury, Hector Marin, Juamaria Telisha Chanel Pitt, John Price IV, Daniela Ramos Montoya, Joshua Roachford, Jasmine Silva and Michael Waits. They are pictured alongside NCL International employees Ashley Bellos, Kristina Carpenter, Crystal Cashmore, Britney Felton, Deanna Guetschow, Richard Jordan, Lucy Pollard and Stephen White. Instructor John Thomas is standing at the far right.



At left, in alphabetical order (Note: Not all are pictured): Aereen Almonte, Stephanie Borders, Sativa Rain Cannon Van Dongen, Daniel Currie, Chelsea Dale, Mariah Ford, Trayvon Grant, Jeffrey Henderson, John King, Mary Martinez, Storm Murphy, Michael Ricoli and Kyle Rounds. Instructor Wayne Johnson Jr. is at the far right.



AFL-CIO Endorses Hillary Clinton for President

The AFL-CIO on June 16 announced its endorsement of Hillary Clinton for president. The federation's general board voted to make the endorsement and noted the decision "reflects a comprehensive, democratic process initiated a year ago to capture the interests of the working people the federation represents."

"Hillary Clinton is a proven leader who shares our values," said AFL-CIO President Richard Trumka. "Throughout the campaign, she has demonstrated a strong commitment to the issues that matter to working people, and our members have taken notice. The activism of working people has already been a major force in this election and is now poised to elect Hillary Clinton and move America forward."

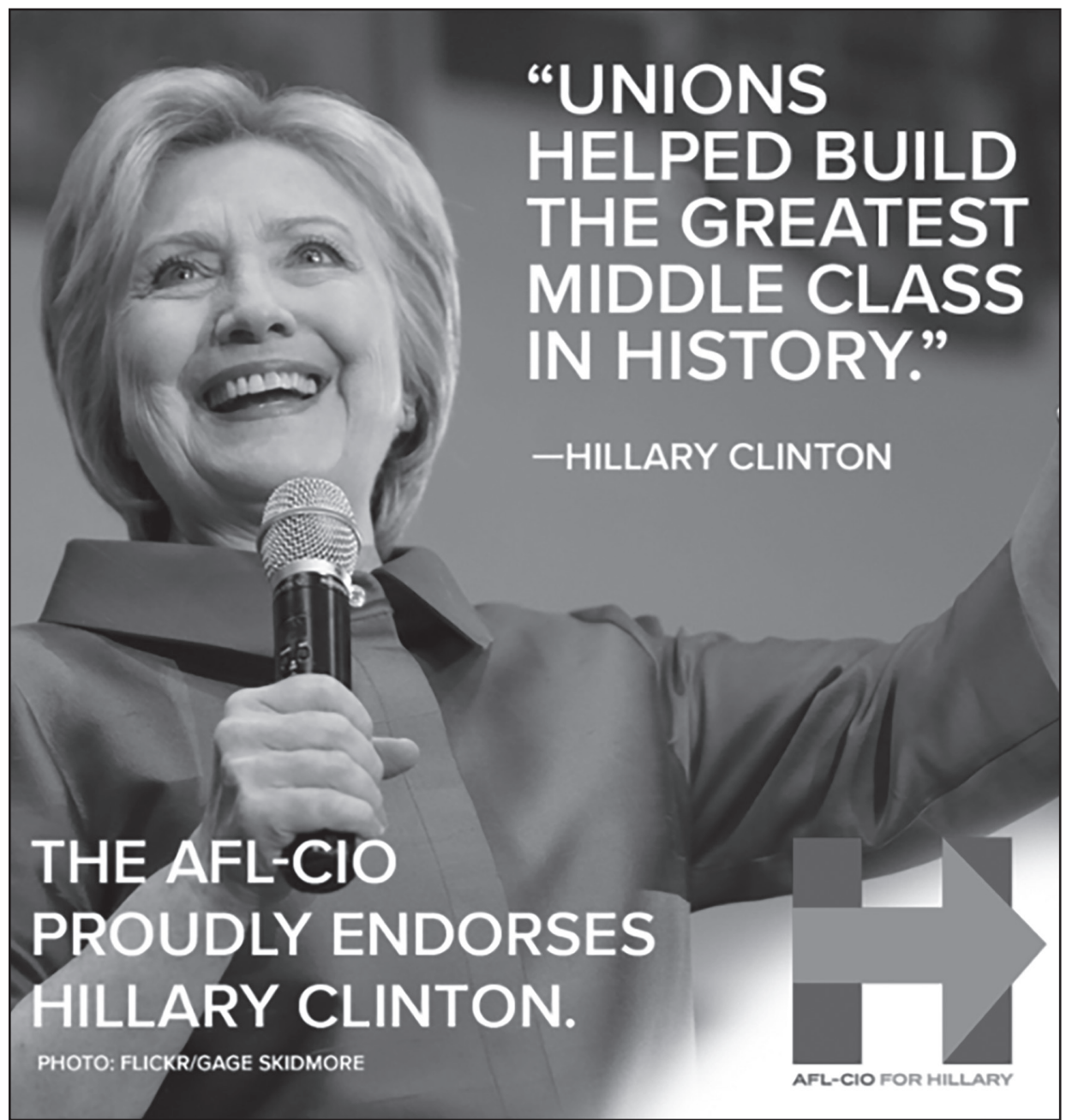
SEATU President Michael Sacco is the longest-serving member of the federation's executive council (a separate body from the general board). The SIU, SEATU's parent union, endorsed Secretary Clinton early this year.

Lee Saunders, AFSCME president and chair of the AFL-CIO Political Committee said, "This election offers a stark choice between an unstoppable champion for working families and an unstable charlatan who made his fortune scamming them. Working people know that Hillary Clinton has the temperament and experience to unite all Americans in our fight to increase incomes at home and extinguish threats abroad."

Beginning immediately, the AFL-CIO will put in motion its ground campaign to elect Hillary Clinton and union-endorsed candidates across the country. The federation has been laying the groundwork for this campaign for months, and Trumka pledged that "we will run a sophisticated, targeted ground campaign. And with the dire consequences Donald Trump poses for America's working families, it has to be."

Trumka further noted that, "Senator Bernie Sanders has brought an important voice to this election, and has elevated critical issues and strengthened the foundation of our movement. His impact on American politics cannot be overstated."

Trumka added, "We are ready to fight hard to restore faith in America and improve the lives of all working people. Hillary Clinton has proven herself as a champion of the labor movement and we will be the driving force to elect her President of the United States."



Federation Statement on Orlando Massacre

AFL-CIO President Richard Trumka, AFL-CIO Secretary-Treasurer Elizabeth Shuler and AFL-CIO Executive Vice President Tefere Gebre released the following statement on June 13 in response to the murder of 49 people at Pulse, an LGBTQ nightclub in Orlando, Florida:

Bayard Rustin said to be afraid is to behave as if the truth were not true. We in the labor movement are not afraid. We are resolved to do everything in our power to make sure this never happens again. The truth as we know it is both devastating and infuriating. Forty-nine souls were lost in a cowardly act of violence. These are our brothers, sisters and friends. At least one was our member.

For the LGBTQ community, clubs like Pulse are a space where people can feel safe and be their true selves. Sunday's horrific act is a reminder of how fragile that safety can be. While we have made undeniable progress toward equality, too many in our country still face derision, discrimination and violence. These flames of hatred have been fanned by those in public life who want to marginalize an entire group of people for political gain. It's despicable and it must stop.

But this was more than just an attack on the LGBTQ community. The victims were overwhelmingly young and Latino. Sunday's massacre was an assault on everything our movement stands for: equality, justice, solidarity and inclusion.

It was also an extraordinarily difficult situation for our first responders, who had the traumatic job of sorting the dead from the living, effectively working in a war zone. We thank the police, firefighters and health care providers who saved lives and continue to care for the injured. We will stand with them in the trying days ahead.

Labor is one big family, made up of people of all races, religions, genders, sexual orientations and gender identities. As a family, we will work to provide comfort to our brothers and sisters in Orlando and across the United States. And we will make it our daily mission to ensure America's workplaces and union halls are safe and free from bigotry.

There will be some who try to use this tragedy to further divide us, to pit communities against each other and scapegoat entire faith traditions. Let us be perfectly clear: giving in to division and fear will only add insult to injury. This is a moment for us to

come together, embrace our common humanity and take the necessary steps to make our country safer, stronger and more united.

The AFL-CIO Young Worker Advisory Council released a statement on June 14 on the Orlando, Florida, massacre:

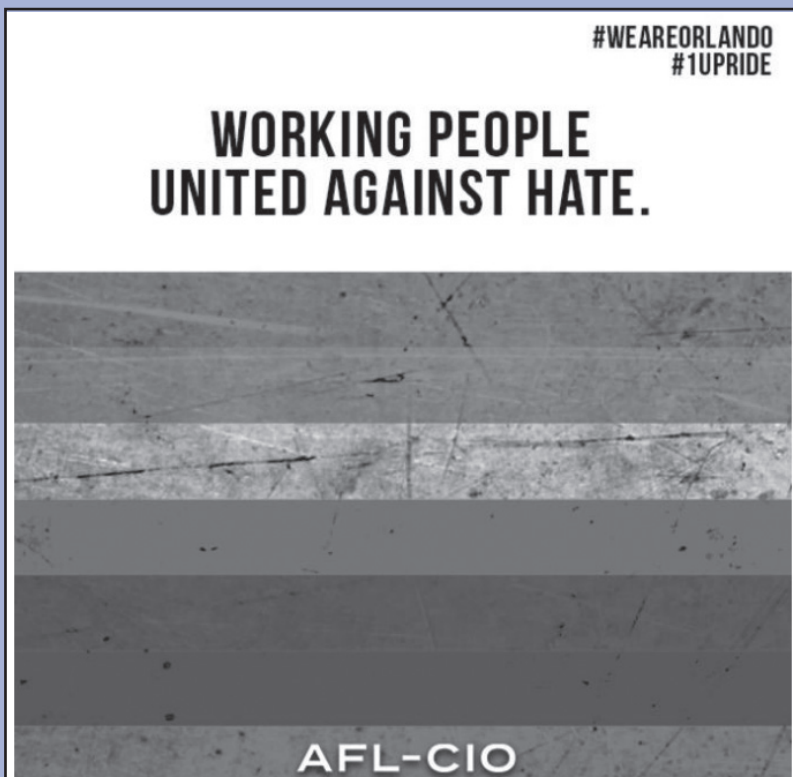
The AFL-CIO Young Worker Advisory Council extends its deepest sympathy and solidarity to all who have been affected by the unspeakable violent act, fueled by hatred and bigotry, which took the lives of 49 innocent people and injured at least 50 more at Pulse in Orlando early Sunday morning.

During Pride Month, we have been inspired over and over again by the amazing LGBTQ activists and their allies who have never stopped fighting for equality for all. We would be remiss to label this as an isolated incident because it is sadly a product of the systemic homophobia and transphobia that LGBTQ people face across the country on a daily basis. An attack like the one that occurred at Pulse reminds us of the the labor movement's historic motto, "An injury to one is an injury to all."

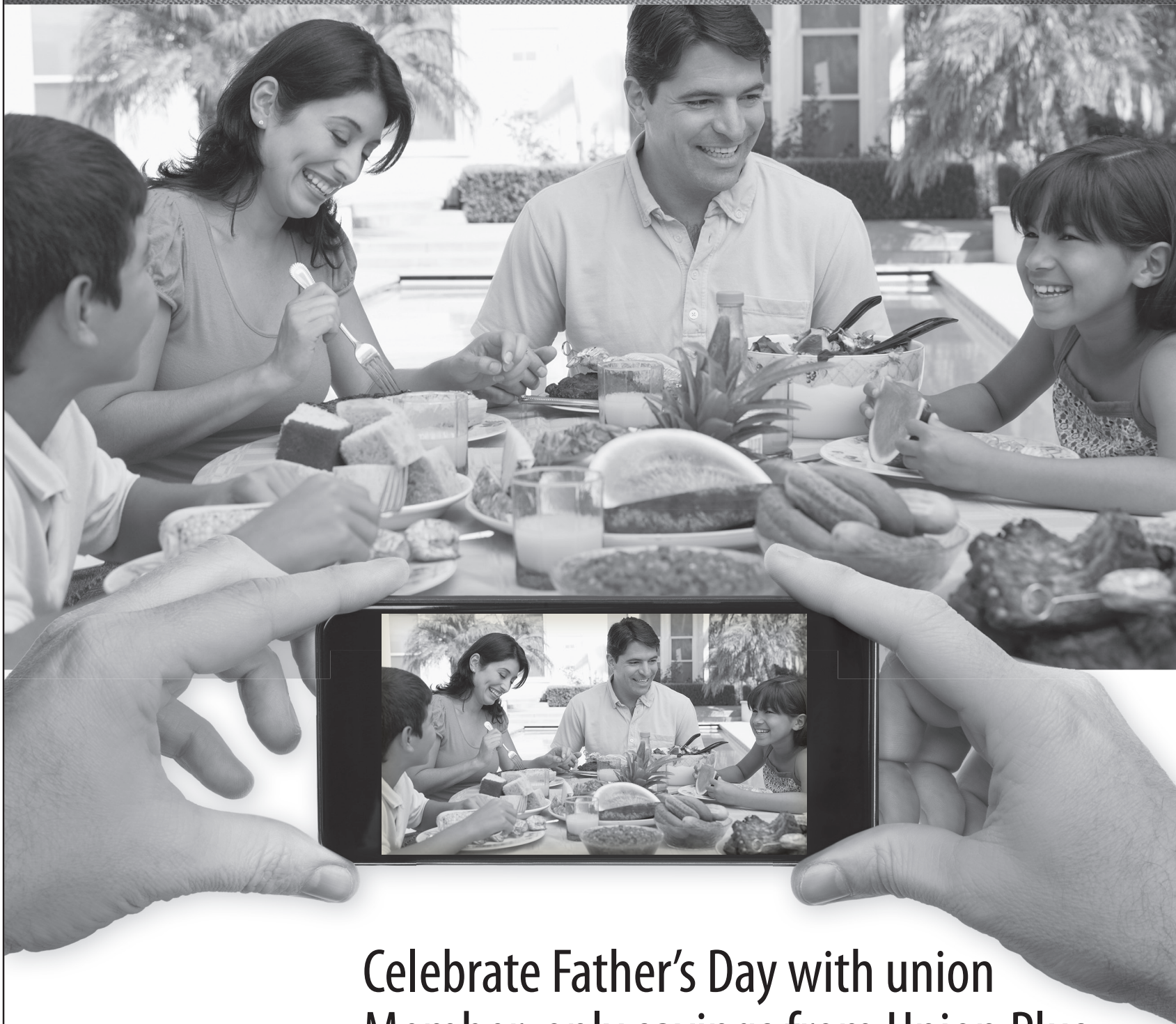
We must stand together even closer today to help each other heal our wounds. Joining Pride At Work and donating to local community groups are easy ways that we can support the movement toward equality for all. We will continue to fight for equality at home and at work, and we'll fight for an end to discrimination and hate against the LGBTQ community and all young working people.

If you are in the Orlando area, we urge everyone to donate blood, to help those who were wounded in the attacks. This is crucial being that there is still a ban against gay men donating blood. The GBLT Community Center of Orlando also has set up a crisis hotline at 1-407-822-5036 for those needing someone to speak to.

To make a monetary donation to the center, please use the following link: www.gofundme.com/29bubytq.



Making Memories and Staying Connected



Celebrate Father's Day with union Member-only savings from Union Plus.



Stay connected with 15% off qualified AT&T wireless plans through Union Plus*.

Savings on just about everything from clothing and flowers to gift certificates. Discounted tickets to movies, plays, sporting events and theme parks. Great deals car rental, travel and more.



Discover Savings Today

6/16

UnionPlus.org/Discounts

*Available only to current members of qualified AFL-CIO member unions. 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 plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to the monthly plan charge of plans with more than 300MB, not to additional monthly device access charges. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Discount applied after application of any available credit and may not be combined with other service discounts. Additional restrictions apply. Contact AT&T at 866-499-8008 for details.



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.

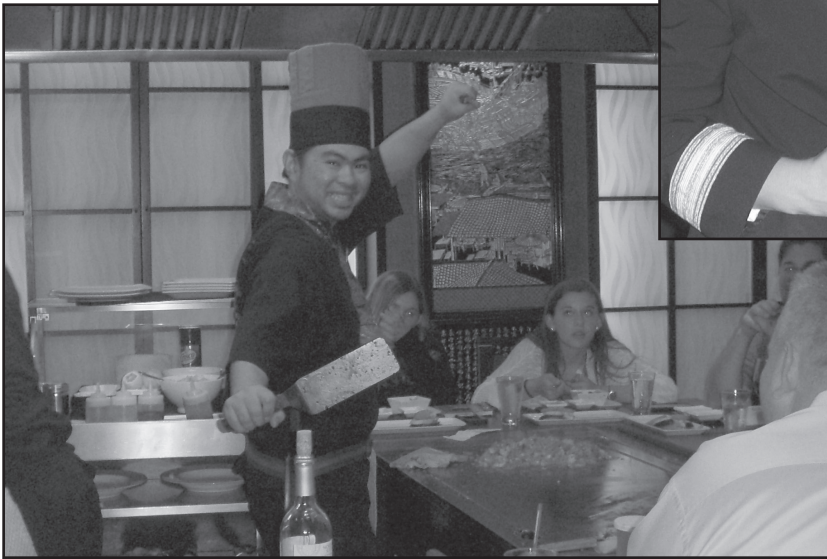
Onboard the *Pride of America*

The following photos were submitted by Honolulu Representative Hazel Galbiso.

At right, Head Bartender Sally Escareno and Bar Waiter Sylvia Haley pose for a picture.

Below, Teppanyaki Cook Ryan Masiglat prepares a meal for hungry passengers.

If you'd like to submit photos from your SEATU shop, contact your local Representative or email them directly to *The Entertainer* at nmerrill@seafarers.org. (Please pass all photos along at the highest resolution possible.)



SEATU Notebook

Algonac/Detroit Metro

Current Delegates:

Arnold Transit Company,
Mackinac Island, Michigan:
Prentiss "Ben" Belknap
M/V Detroit Princess
Bar Staff: CaSandra Houston
Wait Staff: Seeking volunteers
Kitchen Staff: Anthony Young

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: Emma Jones
Bell/Luggage Attendants: Seeking volunteers
Maintenance: Tony Blanks (chief delegate)
Boat: Trina Hester

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: William Torres
Ameristar: Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.

Current Delegates:

Restaurant: Henry Martin
Hotel-Housekeeping: Lucia Colon
Galley/F&B: Tanya Awong
Gift Shop: Seeking volunteers

Lawrenceburg

Current Delegates:

Slots: Carl Marting

EVS: Seeking Volunteers

EVS Steward: Warren Walls

Cage & Credit: Linda Richter, Darlene Esterwood

Food & Beverage: Cody Herndon, Brandi Dale

Guest Services: Seeking volunteers

Wardrobe/Gift Shop: Seeking volunteers

Hotel: Seeking volunteers

Facilities: Seeking volunteers

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Ohio

Miami Valley Gaming

Currently seeking volunteers in all departments.

Hollywood Gaming Dayton Raceway

Currently seeking volunteers in all departments.

Hollywood Gaming at Mahoning Valley

Food & Beverage: Seeking volunteers

EVS: Seeking volunteers

VLT: Tome Moore

Anyone wishing to become a delegate or steward is encouraged to call the union hall.

Maryland

Anyone with questions or concerns is encouraged to call the Baltimore union hall at 410-327-4900.

Current Delegates:

Hollywood Casino Perryville

Food & Beverage: Mary Kozlowski,

Julia Sanders, Beth Knight

Table Games: Mike Williams

Poker Dealer: Seeking volunteers

Maryland Live! Casino

Food & Beverage: Elaine Miller, Corrine Ferrel, Jenn Perez and Katie Ellen - Seeking volunteers

EVS: Reanee Winfree - Seeking volunteers

Housekeeping: Steve Willoughby

Rosecroft Raceway

Seeking volunteers

Riverside

Current Delegates:

Cage: Angela Griffith,, Pam Knapp

Food & Beverage: Jaime Edge, Pam Lewis

Slots: Michelle Oliver, Sabrina Louthain

Hotel: Cathy Estrada

Maintenance: T.J. Curtis, Jim Adams

EVS: Jackie Hibbs

Slots: Sabrina Louthain, Michelle Oliver

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 816-741-9502 or 816-453-5700.

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.

Food & Beverage: Lewie Hunt,

Slots: Alfonso Hernandez, Kariena Persons

Maintenance: Donna Miller

Cage: Seeking volunteers

St. Louis/Alton Metro

Current Delegates:

Food & Beverage: Maggie Warren,

Mary Moore, Dennis Baker

Housekeeping: Jack Geisler

Slots: Cedric Parker

Cage & Credit: Seeking volunteers

Marine Crew: Merle Caselton

Count Team: Chloe Lake

Boston

Anyone wishing to become a delegate is encouraged to call the union hall at 201-434-6000.

Third Quarter 2016 SEATU Meeting Dates

Membership meetings for the third quarter are listed below. All union members are urged to make concerted efforts to attend.

Those who cannot attend, but have issues or questions, should contact their respective union halls.

| Location | Date | Time |
|------------------------|---------|------------|
| Algonac/Detroit, Mich. | July 8 | 1 p.m. |
| Columbus | July 13 | 1 p.m. |
| Joliet, Ill. | July 14 | 1 p.m. |
| Honolulu, Hawaii | July 15 | 10:30 a.m. |
| Lawrenceburg/ MVG | July 20 | 1 p.m. |
| Maryland* | July 7 | 1 p.m. |
| New Orleans | Aug. 9 | 1 p.m. |
| Riverside | Aug. 10 | 1 p.m. |
| St. Louis/Alton, Mo. | July 8 | 1 p.m. |

*The Perryville and Maryland LIVE meetings are held at the Baltimore Union Hall.