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ILO: Reducing Gender Gap Benefits Economy

Editor's Note: The following article was originally published by the International Labor Organization (ILO) on June 14, 2017

Gender gaps remain one of the most pressing challenges facing the world of work. Women are substantially less likely than men to participate in the labor market, and once in the job market, they are less likely than men to find a job and the quality of employment they do find remains a key concern, a new ILO report shows. Helping women access the labor market is nevertheless an important first step.

Yet, in 2017, the global labor force participation rate for women – at just over 49 percent – is nearly 27 percentage points lower than the rate for men (table 1), and is forecast to remain unchanged in 2018. In 2014, G20 leaders made a commitment to reduce the gap in participation rates between men and women by 25 percent by the year 2025. The report, *World Employment and Social Outlook (WESO) Trends for Women 2017*, estimates that if this goal was realized at the global level, it has the potential to add \$5.8 trillion dollars to the global economy. This could also unlock

large potential tax revenues. For example, global tax revenue could increase by \$1.5 trillion, most of it in emerging (\$990 billion) and developed countries (\$530 billion), the report noted. Northern Africa, the Arab States and Southern Asia would see the greatest benefits given that in these regions the gaps in participation rates between men and women exceed 50 percentage points. **Promoting Women's Well-being** On top of the significant economic benefits, engaging more women in the world of work would have a positive impact on their well-being since most women

would like to work. “The fact that half of women worldwide are out of the labor force when 58 percent of them would prefer to work at paid jobs is a strong indication that there are significant challenges restricting their capabilities and freedom to participate,” said ILO Deputy Director-General for Policy, Deborah Greenfield. “The most immediate concern for policy makers, therefore, should be to alleviate the constraints that women face in choosing to enter the labor market and address the barriers they are confronted with once they are in the workplace.” **Unemployment Levels Remain Higher for Women than Men**

When women do participate in the labor market, they are more likely than their male counterparts to be unemployed. Globally, the unemployment rate for women stands at 6.2 percent in 2017, representing a gap of 0.7 percentage points from the male unemployment rate of 5.5 percent. In 2018, both rates of unemployment are expected to remain relatively unchanged, keeping the gap, therefore, at its current level, with no anticipated improvement in the gap before 2021 based on current trends. **Women are Constrained in Job Opportunities** Among employed women worldwide, nearly 15 percent are contributing family workers compared to over 5 per cent among men. In developing countries where nearly 36.6 percent of women and only 17.2 percent of men are employed as contributing family workers, the gap is widest at 19 percentage points.

Continued on Page 3

Construction Underway at Maryland LIVE



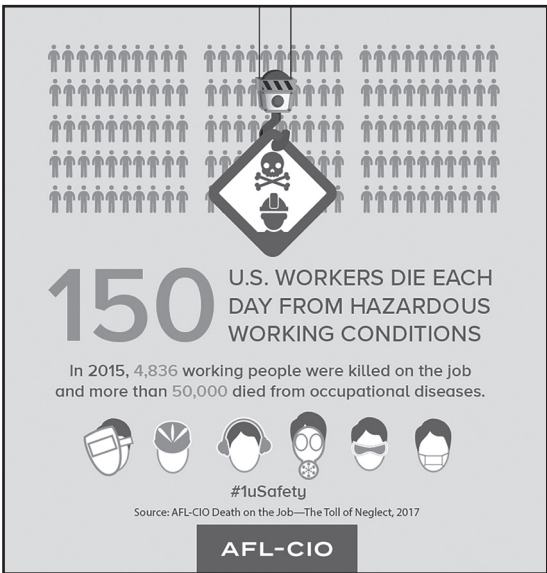
Construction is ongoing for the newest addition to Maryland LIVE: A \$200 million, 17-story hotel tower which will include a spa, concert venue and meeting space. According to David Cordish, chairman of the Cordish Companies which owns Maryland LIVE, “The major reason for this hotel far and away is to reward our loyal customers so they can stay overnight. The great bulk of the people will not be paying, they will be comped. The public who buys a room will get a very good deal but that’s not why we’re doing it.” When completed, the hotel will be staffed by SEATU members in all areas, adding about 200 new jobs.

Annual AFL-CIO Report Examines Workplace Safety

In 2015, on average, 150 workers died from preventable work-related injuries and illnesses every day in the United States, according to a report released in late April by the AFL-CIO. The federation (to which SEATU is affiliated) confirmed that 4,836 workers died due to workplace injuries, and another 50,000-60,000 died from occupational diseases. The number of immigrant workers killed on the job reached a nearly 10-year high. “Corporate negligence and weak safety laws have resulted in tragedy for an astonishing and unacceptable number of working families,” said AFL-CIO President Richard Trumka. “These are more than numbers; they are our brothers and sisters, and a reminder of the need to continue our fight for every worker to be safe on the job every day.” The document, titled *Death on the Job: The Toll of Neglect*, marks the 26th year the AFL-CIO has reported on the state of safety and health protections for workers in the United States. The report shows the highest workplace fatality rates are in North Dakota, Wyoming, Montana, Mississippi, Arkansas, Louisiana, Kentucky, Oklahoma, Nebraska and West Virginia. According to the report, Latino work-

ers have an 18 percent higher fatality rate than the national average. Deaths among Latino workers increased to 903, compared with 804 in 2014. Overall, 943 immigrant workers were killed on the job in 2015 – the highest number since 2007. The report also finds that construction, transportation and agriculture remain among the most dangerous sectors. A total of 937 construction workers were killed in 2015 – the highest in any sector. Older workers also are at high risk, with those 65 or older 2.5 times more likely to die on the job. Workplace violence resulted in 703 deaths. The complete, 228-page report is available online in PDF format. It is available directly at: <https://aflcio.org/reports/death-job-toll-neglect-2017> In part, the report’s executive summary reads, “These are challenging times for working people and their unions, and the prospects for worker safety and health

protections are uncertain. What is clear, however, is that the toll of workplace injury, illness and death remains too high, and too many workers remain at serious risk. There is much more work to be done.” The summary also includes what many would deem sobering numbers about the Occupational Safety and Health Administration (OSHA). In particular, there are only 1,838 inspectors (815 federal and 1,023 state) to inspect the 8 million workplaces under the Occupational Safety and Health Act’s jurisdiction. That translates to federal-level OSHA having enough inspectors to examine workplaces once every 159 years, and state-level OSHA having enough inspectors to check workplaces once



every 99 years. According to the summary, there is one inspector for every 76,402 workers.

What's Inside

- President's Column

Page 2

- Voter Suppression

Page 3

- Catching Up at Maryland LIVE

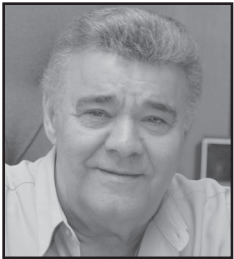
Page 6

President's Column

Standing up for Safe Workplaces

Far too many of our brothers and sisters in the labor movement around the country are being injured or killed on the job because of negligence on the part of businesses and inadequate enforcement of our safety laws.

This tragic yet all too familiar circumstance was again brought to the forefront by the April 27 release of an annual AFL-CIO document titled *Death on the Job: The Toll of Neglect*. (See related story on Page 1 of this edition of the *United Worker*.) Now in its 26th year, the 2016 iteration of the report paints an alarmingly shocking portrait of what typically happens on a daily basis at worksites every day in the United States.



Michael Sacco

According to the study, more than 4,830 workers in 2015 perished because of injuries sustained in the workplace. Another 50,000-60,000 died because of job-related diseases.

"Corporate negligence and weak safety laws have resulted in tragedy for an astonishing and unacceptable number of working families," said AFL-CIO President Richard Trumka – a good personal friend of mine and longtime ally of our union. "These are more than numbers; they are our brothers and sisters, and a reminder of the need to continue our fight for every worker to be safe on the job every day."

Spurred by the labor movement, congress more than four decades ago passed the Occupational Safety and Health Act, which promised every worker the right to a safe job. Since that time, unions and our allies valiantly have fought to make that pledge a reality – winning protections that have made jobs safer and saved lives.

Throughout the years, we have won new rules to protect workers – safeguards that have saved lives. Included are protections from deadly silica dust and beryllium, a stronger coal dust standard for miners and stronger anti-retaliation protections for workers who report job injuries.

But our work is far from being done. As evidenced by the new report, each year, thousands of workers continue to be killed and millions more suffer injury or illness because of their jobs. And to make matters worse, many of the hard-won gains are being threatened.

There's no question that the current administration has taken a unique approach when it comes to government regulations. The president has ordered that for every new rule put in place, two existing ones must be removed from the books. At the same time, some members of Congress have moved quickly to overturn rules issued by the previous administration. Agency budgets and enforcement programs also are on the chopping block. In short, many believe that the safety and health of workers (and the public) potentially are in danger.

Brothers and sisters, we cannot and will not let anyone turn back the clock and destroy the progress we have made to make jobs safer for everyone and save lives. SEATU, working in concert with its allied unions in the AFL-CIO, will fight back.

We must stand united against these attacks on workers' rights and protections. We demand that our elected officials put workers' wellbeing above corporate profits, and further insist on maintaining safe workplaces.

Last but not least, everyone in the union movement must speak out against all of those who value profit over life, and wealth for the few over prosperity for all. The key point here is one of accountability: Businesses that take advantage of employees and expose them to dangerous environments must be held liable. All workers should be able to go to work and return home safely to their family and loved ones at the end of the day ... every day!

Why Do We Need Medicaid?

Editor's Note: The following piece was first published by the AFL-CIO. At press time, the current legislation being drafted to repeal the Affordable Care Act is unlikely to pass into law. However, Medicaid is still very much on the chopping block, and it's important to know what is potentially at stake.

Why Do We Need Medicaid?

Like many Americans, you may have parents or other loved ones in nursing homes because they require around-the-clock care.

Nursing-home care is expensive, typically \$80,000 per year for a semiprivate room—far more than the income of a typical senior. Medicare generally pays only for short-term nursing-home stays. Yet only about 1 in 10 people 65 and older have private long-term care insurance to cover nursing-home costs. For a great many people, that insurance is too expensive.

Medicaid is the one thing people can count on when their money has run out. Losing that coverage, as could happen to some people if both houses of Congress and the White House succeed in gutting Medicaid funding to pay for tax cuts for corporate CEOs and the wealthiest 1 percent, would force working people to make impossible choices about how to care for their parents and other family members when they can no longer care for themselves.

This is just one reason why Medicaid matters to working people and their families. Consider a few other impressive Medicaid facts and think about what would happen to you, your family, your friends and your community without it:

■ Medicaid helps seniors and other people with significant disabilities stay in their homes and communities, instead of being forced to go to nursing homes.

■ Medicaid guarantees more than 30 million children access to medical care.

■ Nearly 5 million children with special care needs, such as Down syndrome, cerebral palsy and autism, are covered by Medicaid and other public insurance.

■ Medicaid pays for half of all childbirths in the United States.

What is Medicaid?

It may be America's biggest health plan, covering more than 70 million people, but many people do not know what Medicaid is. Here's what you should know:

Every State Has a Different Name for Medicaid:

One reason few people know Medicaid itself is that each state runs its own plan and typically does not include Medicaid in its name. If you live in West Virginia, for example, you might know it as Mountain Health Trust or WV Health Bridge. In Ohio, maybe you participate in the Buckeye Health Plan or another managed care program paid for by Medicaid.

Medicaid is for People Struggling to Make Ends Meet:

Whatever your state calls Medicaid, it is the health plan that provides access to health care for people struggling the most to make ends meet. States generally determine the rules for who qualifies, but all states provide Medicaid for some low-income people, families and children, pregnant women, the elderly and people with disabilities. The federal gov-

ernment pays most of the cost of benefits, with states covering the rest.

More People are Eligible Because of Obamacare:

Under the Affordable Care Act, or Obamacare, states can expand who qualifies to include all adults who have low incomes (that is, below 138% of the federal poverty level). This year, for example, a single person with household income less than \$16,643, or a family of four with income less than \$33,948, would be eligible for Medicaid in Nevada. Thirty-one states and Washington, D.C., have expanded coverage in this way, resulting in 11 million more people getting health insurance they otherwise could not afford.

Benefits to Meet Personal Needs:

Each state's Medicaid plan pays for health services you usually think of when it comes to health insurance: things like doctor visits and hospital stays. These plans also can pay for other important services that other health insurance plans do not. Here are some examples of things you might not expect:

■ Help at home for children with special care needs, such as those with Down syndrome, cerebral palsy and autism, and for their parents.

■ Funding for schools throughout the country to provide services to Medicaid-eligible children and hire school nurses, counselors and speech therapists.

■ Nursing home care for seniors and people with disabilities.

■ Help with basic daily activities, to enable people with disabilities, including seniors, remain in their own homes and communities.

SEATU Directory

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1221 S. Andrews Ave.
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3411 South Union Ave.
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510 N. Broad Ave.
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(310) 549-4000



The official publication of the
Seafarers Entertainment and Allied Trades Union
5201 Auth Way,
Camp Springs, Maryland 20746
Telephone (301) 899-0675
Direct inquiries to Nick Merrill, Editor

Officers:

Michael Sacco, President
David Heindel, Executive Vice President/
Secretary-Treasurer
Augustin Tellez, Vice President
Tom Orzechowski, Vice President



Voter Suppression is the Problem, Not Voter Fraud

Editor's Note: The following article was written by AFL-CIO Executive Vice President Tefere Gebre. It was published in the Huffington Post May 25, 2017.

In a move dripping with cynicism and partisan politics, the Trump administration recently announced an executive order to create a “Presidential Commission on Election Integrity.” At the AFL-CIO, the federation of America’s unions, we believe that ensuring and protecting the right of every citizen to vote is a bedrock principle of our democracy, and we welcome a proper and serious effort to restore the right of every American to make their voices heard. Unfortunately, the newly announced commission is focused on a problem that does not exist. Our democracy suffers not from voter fraud, but voter suppression and disenfranchisement.

The fact is that voter fraud in the United States is virtually non-existent. One report from the Brennan Center for Justice, *The Truth About Voter Fraud*, noted that it is more likely that an Ameri-

can “will be struck by lightning than... impersonate another voter at the polls.”

The courts have affirmed in multiple cases — most notably the Supreme Court in *Crawford v. Marion County, Indiana* — that there is little to no evidence of voter fraud that most laws that claim to address this issue are actually blanket means of voter suppression. Even Kansas Secretary of State Kris Kobach, who was tapped to help lead this commission, testified before Kansas lawmakers that his review of 84 million votes cast in 22 states only yielded 14 instances of fraud referred for prosecution. This amounted to a 0.00000017 percent fraud rate.

At best, the efforts to stop so-called voter fraud are misguided and unnecessary. At worst, they are textbook “dog-whistles,” with roots in some of our nation’s ugliest periods of discrimination designed to deny citizens the right to vote, as has occurred in states like North Carolina, Florida and Texas. In the name of “fraud protection,” legislation requiring photo ID, the curtailing of early vote hours, illegal voter purges, the restriction

of absentee voting and other disenfranchising practices have all been used to limit eligible voters from exercising their constitutional right to vote.

America’s hardworking families and communities deserve better. As the movement of working people, we are standing up and demanding that this type of dangerous approach to governing end and that a pro-voter agenda be adopted immediately, starting by restoring the Voting Rights Act. We join with hundreds of other civic organizations across the political spectrum to call for real integrity in our democracy and urge our leaders to expand and protect the right to vote.

As a teenager, I risked my life to escape state-sanctioned violence in Ethiopia. I arrived in the United States as a refugee, ready to take my place in this beacon of democracy. Now, as Executive Vice President of the largest free labor federation in the world, I have committed my life to the expansion and protection of democratic rights and values in and outside of the workplace. That starts with aggressively securing voting



AFL-CIO Executive VP
Tefere Gebre

rights, exposing the lies about voter fraud and ending voter suppression once and for all.

Study Finds Gender Gap Hurts Economy

Continued from Page 1

A woman’s preference and decision to participate in the labor market and their access to quality jobs can be affected by a number of factors, including discrimination, education, unpaid care work, work-family balance and marital status. Gender role conformity also plays a major role in constraining decent work opportunities for women.

“We need to start by changing our attitudes towards the role of women in the world of work and in society. Far too often some members of society still fall back on the excuse that it is “unacceptable” for a woman to have a paid job,” said Steven Tobin, lead author of the report. For example, 20 percent of men and 14 percent of women think it is not acceptable for a woman to work outside of the home.

The report calls for comprehensive measures to improve equality in labor conditions and reshape gender roles. These include promoting equal pay for work of equal value, tackling the root causes of occupational and sectoral segregation, recognize, reduce, redistribute unpaid care work, and transforming institutions to prevent and eliminate discrimination, violence and harassment against women and men in the world of work.

“Policies should also address the socio-economic factors that influence participation by introducing policies that improve work-family balance, create and protect quality jobs in the care economy and target the macroeconomic environment and informal economy,” Tobin concludes.

Report: CEO Pay Rates Increase to 347 Times Average Worker

CEO pay for major U.S. companies has risen nearly 6 percent, as income inequality and outsourcing of good-paying American jobs have increased. According to the new AFL-CIO Executive PayWatch, the average CEO of an S&P 500 company made \$13.1 million per year in 2016 — 347 times more money than the average rank-and-file worker.

The Executive PayWatch website, the most comprehensive searchable online database tracking CEO pay, showed that in 2016, the average production and nonsupervisory worker earned approximately \$37,600 per year. When adjusted for inflation, the average wage has remained stagnant for 50 years.

“This year’s report provides further proof that the greed of corporate CEOs is driving America’s income inequality crisis,” said AFL-CIO President Richard Trumka. “Big corporations continually find ways to rig the economy in their favor and line their CEOs’ pockets at the expense of the workers who make their businesses run. Too often, corporations see workers as costs to be cut, rather than assets to be invested in. It’s shameful that CEOs can make tens of millions of dollars and still destroy the livelihoods of the hard-working people who make their companies profitable.”

Mondelēz International, highlighted in this year’s PayWatch, represents one of the most egregious examples of CEO-to-worker pay inequality. The company, which makes Nabisco products, includ-

ing Oreos, Chips Ahoy and Ritz Crackers, is leading the race to the bottom. Last year, it closed the Oreo cookie line at the iconic Nabisco factory in Chicago, sending 600 family-sustaining jobs to Mexico, where workers face poor labor and safety standards. Mondelēz CEO Irene Rosenfeld made more than \$16.7 million in 2016 — about \$8,000 per hour.

“Greedy CEOs are continuing to get rich off the backs of working people,” said Michael Smith, who was among hundreds of Nabisco workers from the South Side of Chicago laid off in March of 2016. “I loved working at Nabisco, and I took pride in the work I did to make a quality product. It’s not as if the company isn’t profitable. The Oreo alone brings in \$2 billion in annual revenue, and the CEO makes more in a day than most of us made in a year. I just don’t understand the disrespectful attitude toward working people.”

While companies are continuing to put profits over people, working people are fighting back. The AFL-CIO has endorsed the Bakery, Confectionery, Tobacco Workers and Grain Millers’ International Union (BCTGM) boycott of Nabisco products made in Mexico.

The PayWatch site also highlights U.S. corporations that don’t pay taxes on their offshore profits. By “permanently reinvesting” these profits overseas, they can forever defer paying federal income taxes and reinvesting back into the community.



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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 1,900 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent classes.



Pictured in the two photos above: Shelby Arrington, Mario Arvizo, Chevon Bostick, Zoe Branson, Oscar Chavez III, Andrew Comer, Michael Cross, Ronald Duran, Brianna Griffin, Desmond Henry, Sage Holmes, Nilo Lasig, Shiwei Mai, Giovanni Mangual, Alexis Marble, Marco Paulo Navarro Nanez, Casey Noonan, Tina Olivito, Tamyunika Osbourne-Grubb, Gage D'Angelo Chilon Peete Meyers, Lenford Royes, Timothy Smith, Tiyon Smith, Dannielle Vorak, Javarte White, Ashley Wilkerson and Marquez Williams. Instructors Joseph Zienda and Wayne Johnson Jr. are at the far left and right, respectively, in each photo.



Above (not all are pictured): Sean Banks Jr., Mary Bedell, Erica Bell, William Boston, Brian Byrd, Shawnee Darby, Deborah Davis, Alexandria Fry, Gwendolyn Gholson, Brianna Gmelin, Ernesto Hernandez Matute, Alberto Ibasco, Marvin Matlock, Abel Akeem Palacios, Gilbert Dean Perez, Jefferson Rigby Tinkam, Randy Shea and Michael Vigil. Instructors Joseph Zienda and Wayne Johnson Jr. are at the far left and right, respectively.



Above, in alphabetical order: Jonathan Atwood, Holly Brandt, Juan de Dios Calderon, Suphapporn Chananaudech, Angel Coenen, Akirra Garcia, Lori Gardner, Randy Gatus, Justin Gentapanan, Amy Levine, Sean Mafnas, Jordan Marrero, Jacob Martinez, Abel Quebada, Michelle Rathburn, Nicole Samuel, James Sandoval, Larry Swigart, Sharon Valdomar, Gabriela Vasquez, Devin Wade, Geena Williams and Christopher Zayac. Instructors Joseph Zienda and John Thomas are at the far left and right, respectively.



Above, in alphabetical order: Kendra Alexson, Clyde Aquino, Dave Asuncion, Isaiah Bullard, Michael Choi, Morgan Dinoto, Michaela Evans, John Frias, Robert Garibay, Vincent Harris, Kimberly Hittell, Kyle Martinchek, Nath Milbourne Dabalus Melodi, Lauren Mullikan, Leslie Norwood, Jonathan Parsons, La Prell Quintero, Sydney Roberts, Eric Velasquez, Charmain White, Kenneth White and Benjamin Youngman. Instructor John Thomas is at the far right.



Above (not all are pictured): Holly Adams, Dawanda Anderson, Kenroy Bonaparte, James Caltrider, Nathaniel Coburn, Shannan Eifort, Sandrick Fernandes, Benjamin Golonsky, Thomas Goodwin, Burton Gordon, Jalil Grier, Marissa Hollenback, Cole Johnson, Jahleel Lambre, Mischla Madsen, Fnu Mahrus, Romeo Orbe, Kyle Pease, Morgan Sullivan, Ana Talavera and Curtis Wooldridge. Instructors Mike Roberts and Joseph Zienda are at the far left and right, respectively.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Pictured in the two photos above: Paula Aquinde, Desislava Asenova, Nora Biggs, Paige Brownell, Caroline Carr, Austin Colgan, Keyana Cook, Maverick Dalton, Adrienne Dawkins, Alisha Depino, Kelvin Doo, Adriana Dos Santos, Victoria Duncan, Jhalexis Evans, Christina Hayes, Noya Ilan, Caleb Jernigan, Joby Jose, David Kelly, Dierdre Long, Stacy Lyn, Jayann MacAalay, Enock Mauvais, Mathew Middleton, Engracio Lagda Moratin Jr., Marlon Nabua, Sean Oerther, Christopher Charles Iwao Ota, Camille Pascual, Spring Rowan, John Santa Ana, Nicholas Schwerin, Lashawndra Sheehan, Welfe San Pedro Sullano, Alejandra Torres, Michael Vitko and Joseph West. Instructor Wayne Johnson Jr. is at the far right in each photo, with Instructor Joseph Zienda at far left in photo on the right.



Pictured in the two photos above: Cynthia Alexander, Kyle Balden, Michelle Brewster, Edward Carter, Cipriano Cruz, Gulsen Cummings, Chandra Curry, Patrick Dorney, Elina Dreimane, Bruce Dunlap, Daniel Falcone, Luis Galvez Ccasani, Andrew Grigg, Connor Guijarro, Janneke Henry, Suarnyana I Putu, Jerrel Johnsrud, Patrick Langston, Franklyn Logronio, Andrew Maguire, Fnu Mahrus, Stephany Melendez, Isa Mendiola, Ash Marquis Kimani Ogunleye, Romeo Orbe, Joseph Pedoto, David Peters, Fabian Poveda Herrera, Quenisha Price, Dominique Quijano, Michael Rapoz, Sharon Redd, Daniel Riofrio, Ashlee Shaw, Abbey Shelton, Shanita Somers, Kelli Stewart, Ciarra Stonerock, Michael Strand, Michael Tetkoski, Cody Thrasher, Matthew Victorio, Matthew Wilkins, Anthony Williamson and Mildred Zerpa. Instructors John Thomas and Joseph Zienda are at the far left and right, respectively, in each photo.



Above (not all are pictured): Conrad Abbott, Margelyn Birr, Chanel Burden, Kenda Carroll, Hannah Collins, Nancy David Foss, Alissa Dawkins, Gabriella Delaurentis, Edgar Homan Diaz Maldonado, Connor Eyherabide, Shawn Harris, E'lanya Keene, Devin Leday York, Wardean Lee, Laurence Macalintal, Jose Miguel Maldonado, Zaribel Palomares, Devon Roy Archibold, Suzannah Sistare, Marcellous Streete, Colleen Weller and Jacqueline Zuniga. Instructors Mark Cates and Wayne Johnson Jr. are at the far left and right, respectively.

Pictured above: Benamyn Collins, Shanean Cousin, Flicia Daniels, Tasha Ferguson, Ro-Mar Frater, Johanna Harris, Samuel King, Daniel Long, Fnu Mahmudi, Lindsay Manderson, Andres Mangubat, Ricardo Nastor, Danielle Pagano, Melanie Perez, Kevin Sampson, Kimberly Shipp, Alexis Soto Jr. and Marla White. Instructor Joseph Zienda is at the far left.



Above (not all are pictured): Leopold Borgella, Maria Bussorelli, David Caradine, Candace Dartt, Eric Glover, Larisa Kuznetsova, Miguel Lopez, Kimberly Mendez, Lauren Miller, Tenesha Miranda Luna, Alani Morris, Nicoll Quinones, Arlinne Ramirez, Frida Roberge, John Siracuse, McKayla Stover, Shanita Stroup, Deborah Trippiedi and Trevion Williams. Instructors Wayne Johnson Jr. and John Thomas are at the far left and right, respectively.

Pictured above: Michelle Carter, Ashley Christani, Breyana Clarkson Anderson, Jeremiah Dumais, Victor Fernandes, Demari Harris, Lyda Ho, Jaizette Johns, Achmad Machrus, Judson Nix, Katia Palazzo, Mariangeli Perez Velez, Justin Rasco, Jomar Rivas Acevedo, Lynn Rolland, Jacob Schuster, Janice Supremo, Dale Teti, Alexander Whittall and Ricky Zaldivar. Instructors Joseph Zienda and Wayne Johnson Jr. are at the far left and right, respectively.

Catching Up with Members at MD LIVE

The photos on this page were taken at Maryland LIVE! casino in June. The property is the largest SEATU shop in Maryland, providing jobs to nearly 600 members, and will soon grow by another 200 hospitality jobs with the addition of the new 17-story hotel tower in 2018.



SEATU Representative Shane Sterry



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*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 or contact AT&T at 866-499-8008 for details.

**Certain restrictions, limitations, and qualifications apply to these grants. Additional information and eligibility criteria can be obtained at UnionPlus.org/Assistance. Credit approval required. Terms and conditions apply. The Union Plus Credit Cards are issued by Capital One, N.A., pursuant to a license from MasterCard International Incorporated. Capital One N.A. is not responsible for the contents of this message and/or any of the other third party products/services mentioned. The MasterCard Brand Mark is a registered trademark of MasterCard International Incorporated.

6/17

The
ENTERTAINER
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Also available online at www.seatu.org



**Catching Up with Members
at Maryland LIVE
Page 6**

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.

Third Quarter 2017 SEATU Meeting Dates

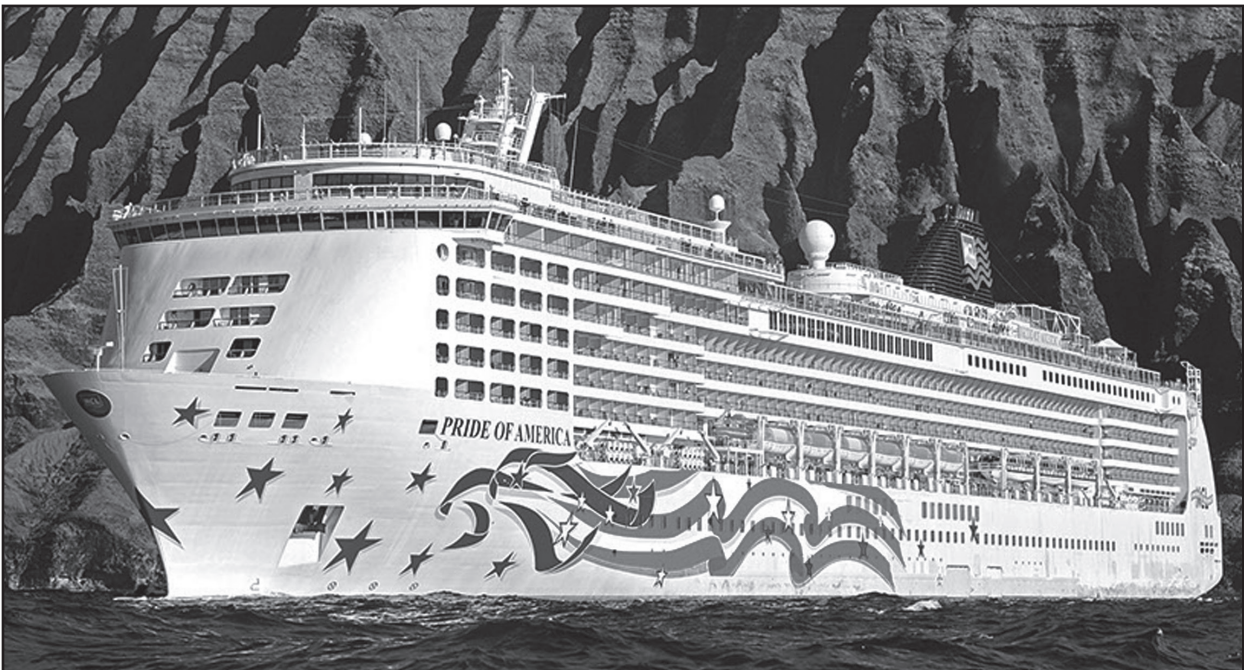
Membership meetings for the third quarter are listed below. All union members are urged to make concerted efforts to attend.

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

Location	Date	Time
Algonac/Detroit, Mich.	July 7	1 p.m.
Columbus	July 12	1 p.m.
Joliet, Ill.	July 13	1 p.m.
Honolulu, Hawaii	July 14	10:30 a.m.
Lawrenceburg/ MVG	July 19	1 p.m.
Maryland*	July 6	1 p.m.
New Orleans	July 11	1 p.m.
Riverside	Aug. 9	1 p.m.
St. Louis/Alton, Mo.	July 14	1 p.m.

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

Summer Fun Aboard the Pride of America



While many SEATU members are feeling the summer heat, members working aboard the *Pride of America* are waking up to another day in paradise. The vessel, which is the largest employer of SEATU members, sails year-round from Honolulu through the Hawaiian islands, all in the comfort a state of the art cruise ship provides. With 15 restaurants and 12 bars, there's always plenty of work to go around, but in an environment that's hard to beat.

The *Pride of America*, operated by Norwegian Cruise Lines, is just one of the many exciting locations that SEATU members are proud to call their workplace. If you would like to share photos of your workplace, feel free to email them to *The Entertainer* at nmerrill@seafarers.org.

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: Henry Martin

Hotel-Housekeeping: Lucia Colon

Galley/F&B: Jimmy Williams

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: Lewie Hunt, Slots: Alfonso Hernandez, Kariena Persons

Maintenance: Donna Miller

Cage: Seeking volunteers

Lawrenceburg

Current Delegates:

Slots: Carl Marting

EVS: Seeking Volunteers

EVS Steward: Warren Walls

Cage & Credit: Linda Richter, Darlene Esterwood

Food & Beverage: 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.

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: Seeking volunteers

EVS: Seeking volunteers

Housekeeping: Seeking volunteers

Rosecroft Raceway

Seeking volunteers

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

Ohio

Miami Valley Gaming

Currently seeking volunteers in all departments. Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 614-497-2446.

Hollywood Gaming Dayton Raceway

Currently seeking volunteers in all departments.

Hollywood Gaming at Mahoning Valley

Current Delegates:

Food & Beverage: Nilsa Lipscomb

EVS: Seeking volunteers

Cage/Countroom: Mario Rossi

VLT: Tom Moore

Facilities: Mike Morris

Riverside

Current Delegates:

Cage: Pam Knapp

Food & Beverage: Jaime Edge, Pam Lewis

Slots: Seeking Volunteers

Hotel: Cathy Estrada

Maintenance: T.J. Curtis, Jim Adams

EVS: Jackie Hibbs

Journey: Kiana Dowdell

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

St. Louis/Alton Metro

Current Delegates:

Food & Beverage: Maggie Warren, Mary Moore, Lisa Longo

Housekeeping: Jack Geisler, Georgetta Sanders

Slots: Cedric Parker

Cage & Credit: Hope Jones

Marine Crew: Merle Caselton

Count Team: Chloe Lake

Slot Attendants: Lora Richeson