



# The ENTERTAINER

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## Now Boarding: Our Newest SEATU Members



The newest SEATU shop may have more international clients, but members working at Baltimore/Washington International Thurgood Marshall Airport (BWI) are no different than their brothers and sisters in the hospitality industry elsewhere. This new worksite features over 82 SEATU members who work at several different restaurants at the airport—on both sides of the security checkpoint. Two new restaurants have opened this year: a Phillips Seafood and a Sir Vezas Kitchen and Kantina. SEATU Business Representative Shane Sterry represents the workers at BWI, in addition to members employed at Maryland LIVE! Casino & Hotel, Live Lofts Hotel, and Hollywood Casino Perryville.

## Trumka Calls Workplace Deaths 'National Crisis'

*Editor's note: AFL-CIO President Richard Trumka delivered the following remarks April 26 during a press call discussing the federation's annual Death on the Job report:*

"Each year on Workers Memorial Day - which we'll recognize this Saturday (April 28) - working people throughout the world remember those who were hurt or killed on the job and renew our struggle for safe workplaces.

"We've made great progress since key job safety laws were passed more than four decades ago. That didn't happen on its own. It happened because workers and our unions organized, fought and demanded action from our employers and our government. It was working people, through our unions, who demanded and won stronger standards to protect us from dangers in the workplace.

"But now, that progress is under siege. And, this year's Death on the Job report gives some alarming insight into what's happening.

"Not a day goes by in Washington where these isn't a new controversy. Our divided politics tell us everything has two sides - and sometimes more. But one thing that shouldn't raise a fight: the health and safety of working people. The idea that we have a right to return safe and sound after a full day's work. There's no gray area there, no nuance.

"Quite frankly, greed kills. And every day, decisions are being made in boardrooms and the halls of power - by CEOs and their handpicked politicians - to prioritize wealth and self-enrichment over the health and safety of the men and women who made that wealth possible.

"Too often, our constitutional, God-given right to life is being tossed aside for a few

extra bucks in the pockets of the richest and most powerful people in this country.

"And, we're seeing very real consequences in the workplace.

"5,190 American workers died from injuries on the job in 2016, hundreds more than the year before. Another 50,000 to 60,000 died from occupational diseases. All together, that means about 150 workers died each day from preventable, hazardous workplace conditions.

"Some of the most vulnerable working people are bearing the brunt of this travesty. Latino and immigrant workers continue to account for a disproportionate number of deaths on the job.

"And here's a scary reality: violence is

now the second-leading cause of workplace death, accounting for 866 deaths in 2016—including 500 homicides. And, women are disproportionately the victims.

"I wish we had time to tell the stories of every brother and sister we've lost this year. Because numbers alone do not do them justice. They lived and laughed and loved. And they deserved better from their country.

"My point is this: we're facing a national crisis. And, it's time that folks in this town start acting like it.

"It's shameful. It's unacceptable. And the labor movement is going to use our pro-worker, independent political voice to stop it."

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## President's Column

### Solidarity, Now and Forever

While there's plenty of reason for optimism about the future of organized labor, there are also some undeniable challenges faced by not only the union movement but by all workers across the country. These are tough times for America's working families, and that's mostly due to an accumulation of decades' worth of governmental policies that favor the rich and encourage the export of U.S. jobs.



Michael Sacco

It's also due to prolonged attacks on unions – attacks which are designed to weaken the entire working class.

Nevertheless, union membership in America grew last year, and non-partisan polling shows that more people in the U.S. have a favorable view of unions today than they have in many, many years. Brothers and sisters, that data reflects an opportunity to grow our movement and to increase our collective effectiveness for promoting and protecting workers' rights.

It'll take a lot to fully revitalize our movement, but we can start by calling on our state, local and federal lawmakers to step up to the plate and join our cause. We must demand that they do everything in their power to protect and strengthen the freedom of American workers by making it easier for working people to join together in unions.

When working people have the freedom to speak up together through unions, progress is made that benefits all Americans. We saw the power unions give working people most recently in West Virginia, where tens of thousands of teachers stood their ground to win changes for themselves and their students and their communities.

Today, despite unprecedented attacks from so-called "right-to-work" legislation and other political scams, people in unions continue to win rights, benefits and protections not only for themselves, but also for fellow citizens everywhere. When nurses, firefighters, 911 dispatchers and EMS workers belong to unions, they fight for staffing levels, equipment and training that save lives. When educators join together in a union, they advocate for better learning opportunities for students, like small class sizes and modern textbooks.

When the freedom to join together in unions is secure, other freedoms are also likely to be safe as well. As examples, think about the freedom to attend a parent-teacher conference or to take off work when your kids are sick without fear of losing our jobs or pay for the day. Or the freedom to choose where to live because high-quality public schools are available to all communities, not just to those who are wealthy. Or the freedom to retire with dignity.

Unions fight for these freedoms for everyone, and that's why they are the target of the powerful CEOs who have used their wealth and power to rig our country's economic rules against working people. And now they have brought a case before the U.S. Supreme Court, *Janus v. AFSCME Council 31*, that threatens to rig the economy even further.

By their own admission, their intent is to "defund and defang" unions so that they can try to drive down wages, kill jobs, defund our public schools and services, silence working people at the ballot box and cripple our fundamental values.

Don't be fooled brothers and sisters; labor unions are now more critical to America's success than ever before. You don't have to be a union member to know that freedom is not given, it is fought for – and it must be protected. By continuing to stand up for labor rights, we'll be able to fix this rigged system once and for all. In this regard, I again encourage all of you to invite your elected officials to stand with us to make the fight to protect our freedoms easier, not harder.

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## Workers Alliance Sues Administration

A coalition of 13 unions, the Federal Workers Alliance (FWA), representing 300,000 federal workers employed in hundreds of occupations ranging from teachers in Department of Defense Dependent Schools, to Immigration Judges, NASA rocket scientists, and welders at naval shipyards has sued the Trump administration for violating the rights of government workers to be represented by unions in their workplaces.

The suit was filed June 13 in the U.S. District Court of the District of Columbia. "This is a democracy and not a monarchy with a king who can unilaterally eliminate the rights of Congress and federal workers," said Paul Shearon, who serves as secretary treasurer of the International Federation of Professional and Technical Engineers (IFPTE).

On May 25, the Friday before Memorial Day, Donald Trump signed three executive orders that the Federal Workers Alliance contends violated the due process and collective bargaining rights of workers employed by the federal government. "Donald Trump did not have the authority to issue these executive orders because the power to do so was not granted to him by either Congress or by the Constitution," said Sarah Suszcyk, National Association of Government Employees and FWA Co-chair.

The unions' lawsuit specifically addresses:

- Several sections of Executive Order 13836 (concerning time spent representing workers by union officials) usurp Congress's legislative authority. The same executive order prohibits representatives from using official time to "prepare or pursue grievances (including arbitration

of grievances) brought against an agency," but allows it for employees working on their own behalf. Treating a union and its representatives differently from individual employees encroaches on a union's right to take collective action.

- Executive Order 13837 (concerning due process rights) violates rules related to collective bargaining delegated to the Federal Labor Relations Authority, not the President.

- Executive Order 13839 (concerning merit principles) is an attempt to exclude matters from the negotiated grievance procedure, such as removals based on misconduct and incentive awards. Trump exceeded his authority by interfering with rights granted by Congress to unions and federal agencies to decide which matters are and are not subject to the negotiated grievance procedure, not the President.

President Trump has made it clear that he believes he is above the law," said Randy Erwin, National Federation of Federal Employees' national president and FWA Co-chair. "Trump seeks nothing more than the full authority to fire anyone who disagrees with him or challenges his ideology. By limiting the rightful authority of unions to lawfully represent their members, he gets closer to instilling a culture of fear and intimidation in the Executive Branch."

The coalition is concerned that as systematic protections—such as representation, due process, and the right to communicate with Congress—are eroded for federal employees, whistleblowers and other workers will fall prey to political corruption and extortion.

"These protections were put in place to ensure that the men and women, who defend our borders and care for our veterans, have a voice in a workplace that is free from political influence," said Erwin.

Two other unions representing federal workers, the American Federation of Government Employees and the National Treasury Employees Union, also have filed lawsuits citing violations of the First Amendment and other grounds.

The 13 unions that are party to the Federal Workers Alliance lawsuit are:

- Federal Education Association/National Education Association (FEA/NEA);
- International Association of Machinists and Aerospace Workers (IAMAW);
- International Brotherhood of Teamsters (IBT);
- International Federation of Professional and Technical Engineers, AFL-CIO (IFPTE);
- Marine Engineers' Beneficial Association, AFL-CIO (MEBA);
- Metal Trades Department, AFL-CIO (MTD);
- National Association of Government Employees, SEIU (NAGE);
- National Federation of Federal Employees, IAMAW, AFL-CIO (NFFE);
- National Labor Relations Board Professional Association (NLRBPA);
- National Labor Relations Board Union (NLRBU);
- National Weather Service Employees Organization (NWSEO);
- Patent Office Professional Association (POPA), and
- Seafarers International Union of North America, AFL-CIO (SIU).

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# Outdoor Gaming at MD LIVE Breath of Fresh Air

Big changes are in the air for Maryland LIVE, as the casino has added a new area for players, the Orchid Gaming and Smoking Patio.

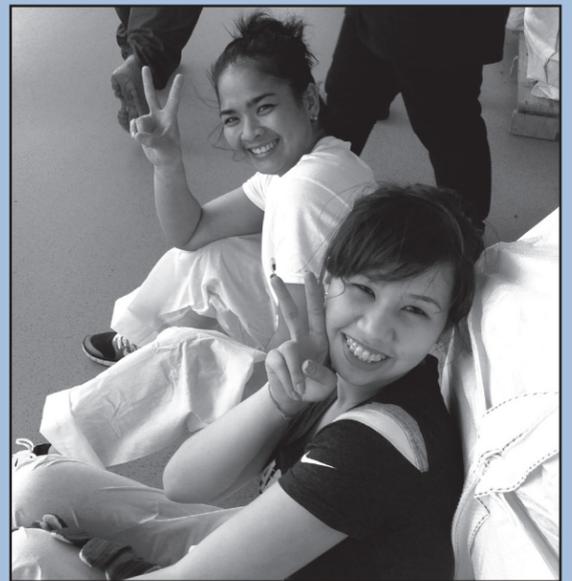
According to Maryland LIVE, "Orchid Gaming and Smoking Patio, Maryland's first and only outdoor gaming area, features both table games and slots. It is also the first gaming area in the State of Maryland to offer Ticket In/Ticket Out (TITO) Tables, which enable players to seamlessly move between Slots and Table Games without having to carry chips to the main cashier."

This addition, as seen in the photos on this page, is just the beginning of the many improvements that are being made to the casino. Check out the next issue of *The Entertainer* for an in-depth look at the many changes coming to Maryland LIVE.



## Aloha from the Pride of America

These photos were submitted by SEATU Delegate Henry Martin (below, far left), and depict a day on board the *Pride of America*. 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](mailto:nmerrill@seafarers.org).



# 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 2,200 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent courses.*



Above, in alphabetical order (not all are pictured): Sujith Baby, Katherine Casbon, Carla Cruz, Shaquita Davis, Garrett Denton, Joshua Flannagan, Ashley Grant, Amber Hill, Ericka Jackson, Megan Karduna, Willie Mann, Leslie Questelles, Jessie Tafoya, James Terry, Taahira Waugh and Jazmyn Wright.



Above (not all are pictured): Jimmy Ambas, Jeremy Cochran, Teresa Fabio, Maebelle Fasthorse, Menelik Gooden, Dana Harper, Lisa Johnston, Tracy Alfonso, Amanda Jones, Cheyenne Lewis, Willie Mann, Dakota Maslo, Alise McNair, Starr Nalls, Alex Turlington, Ferenc Vekony and Pedro Zelaya. Instructor Joseph Zienda is at the far left.



Above (not all are pictured): Ligia Blair, Derrick Clayton, Maebelle Fasthorse, Andrew Flores, Amanda Floyd, Juan Carlos Gonzalez, Regan Gully, Shawn Henry, Joslyn Huff, Antonio Lamberti, Daniel Leahy, Elexis Mitchell, Zairon Marvin Nadunza, Sheryl Peterson, Javier Puentes, Christopher Rounsville, Ryckia Tate, Kyaw Tun, Steven Twitchell, Angelina Wardle and Michael West.



Above, in alphabetical order: Awana Delise Carithers, Kelly Ann Diaz, Wanda Grace, Kelsey Gray, Jamesha Hill, Nicholas Johnson, Christina Palmeri, John Payne, Austin Quall, Frank Raymond, Madison Reeves, Enrique Salazar, Brittany Simmons, John Daniel St. John, Maiquel Tett, Iris Vanessa Vasquez-Ruelas, Kaitlyn White, Clarence Young and Cody Zitani Finley.



Above, in alphabetical order: Rhyanne Abernathy-Manning, Aja Bailey, Conray Blignault, Gustavo Bustamante, Eunhye Dalde, Kimo Dalde, Edralin De Leon, Patricia Hensley, Chai Lee, Rashon Mazyck, Madison Odell, Erin Pandey, Camille Penate-Brock, Elfreda Smalls, Annie Stewart, Jon Swanson, Tonya Thornton, Brittany Vanacey and Charia Wilson.



Above: Douglas Cash Jr., Gabrielle Castillo, Patricia Convers, Semere Debas, Gerry Donohoe, Chhandy Em, Tina Fosnaught, Genet Gebremendhin, Cecilia Hawk, Rachel Inchauteguiz, Septian Kusuma, Shawn McDowell, Nicholas Niehoff, Goma Pokharell, Kadajah Redmond, Jabrail Reynolds, Antonio Rojas, Daniel Santos, Ayzel Solorzano, David Stackpole and Keandra Williams. Instructor Joseph Zienda is at the far right.

# Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



In the photos above, in alphabetical order (not all are pictured): Justin Almodovar, Conner Anshutz, Joseph Atkinson, Humberto Bartolo, Joshua Berger, Alexis Blackwell, Marco Carlers, Eduardo Catabian, Jessica Cooke, Michael Eddy, Kyla Furtado, Dominique Gullett, Summer Hall, Tymara Harding, Shana Hines, Nathan Howard, Nanthachai Kanhaweak, Jamika Kelsey, Anisha Leysath, Vanessa Lind, Melissa Luong, Molly O'Brocta, Aubrey Roberts, Angel Ruiz, Nazim Satar, Na'quan Strickland, Mikyah Sumner, Gillian Swartz, Jonathan Timmons, Alexandra Watson, Taryn Weston, Trevaun White, Mykia Williams and Laraina Wright.



Above: Samantha Bush, Raheem Campbell, Jeremy Comeaux, Courtney Devold, Hali Dunn, Jacob Ellis, Chanel Harris, Heiner Hidalgo, Drew Hooper, Noel Maclas, Priscilla Marquez, Colin Rocker, Rico Rodriguez, Sonyanna Steward, Geraldine Sylvester, Cheikh Tall, Kathelin Trinidad, Stephanie Wesley and Jacob Zito.

Above: Nicholas Birdsall, Alexandria Bodrick, Nhan Cao, Rocio Flores Gamboa, Gabrielle Fortier, Johnna Friend, Mekeyia Girten, Larry Goble, Miriam Gomez Mejia, Jamall Gooden, Alejandro Gordillo Murillo, Kayla James, Nicholas Kane, Leslie Lee, Franceline Mortimer, Tucker Newling, Rosa Ortega, Lizbeth Perez Fuentes, Elizabeth Pretel Garay, Adam Waites, Tyrone Williams and Ashanti Wilson.



Above, in alphabetical order: Matia Alexander, Djamel Attir, Jesse Blakesley, Malcom Casey, Frankie Castillo, Casey Craig, Nelson Lavena De La Cruz, Jose Divino, Philippe Dwyer, Jerry Evilsizer, Andrew Harris, Noah Hawn, Braden Hunter, Justin Junker, Edward Malone, Tawana McNeill Bradford, Cory Mirabal, Arminda Nimuan, Kelsey Pierson, Monkeria Ross, Angel Ruiz, Abigail Scott and Syann Williams.

Above (not all are pictured): Victoria Accordino, Joseph Alvarado, David Argo, Adrian Buck, Natalie Cassvan, Stephanie De La Torre, Kevin Goeke, Rosena Grott, Genevieve Hassan, Nanthachai Kanhaweak, Monica Kibler, Matthew Kollar, Jeremy Machanic, Tanya Martin, Beatrice Moore, Ryan Osuski, Kimberly Pabon, Claude Tubbs, Jeannie Varnadoe, Mario Vendetti, Krysta Ward, David Williams and Casey Worthington.



Above: Anthony Armstrong, Isabella Celeste Cappelli, Kaycie Critchfield, Christian Gene De Leon, Dicky Diniz, Robert Edwards, Hannah Files, Alisa Flores, Kaylee Hamilton, Caleb Hutchison, Bryn Alexander Jenke, Robyn Keys, Lela Laing, Eric Lippy, Michael Mapango, John Munday, LeBaron Pierce, Derrick Stokes, Kiana Stokes, Katie Sundvall and Benny White. Instructors Joseph Zienda and Matthew Rogers are at the far left.

Above: Alondra Arreguin, Kristin Beady, Tomas Begino, Abbigail Clark, Miranda Gallegos, Anny Garcia, Nicholas Grosse, Jaimese Hodges, Igor Hunic, Nicholas Hunt, April Ingebredtsen, Gilbert Johnson, Jarinickdono Leprozo, Stephany Lopez, Molly O'Neill, Samuel Olson, Lauren Pembroke, Marta Ruiz, Shannon Schweigert, Thuong Tram and Beverly Weber.

# Janus Verdict Weakens Workers' Rights

## Corporate-Funded Case Blatantly Attacks Labor Movement

The following article was written by Mark Gruenberg, Press Associates. It has been lightly edited for length and local style.

Defiant union members and leaders vowed to fight back against the corporate class behind the Supreme Court's Janus decision, by organizing even more, both among state and local workers who are already unionists and among non-unionists in those fields, too.

And they'll have to: In the 5-4 ruling in *Janus vs AFSCME District Council 31*, the court's five-person, GOP-named majority said every single state and local government worker nationwide can be a "free rider," able to use union services without paying one red cent for them.

In a June opinion that left many observers incredulous, Justice Samuel Alito said forcing those workers to pay anything — even "agency fees" by non-members — violates their First Amendment free speech rights.

Janus is expected to cost unions and their allies millions of dollars in "fair share" fees from non-members, now represented by unions, who must pay for bargaining and contract enforcement, but no more.

Unions responded by blasting the wealthy individuals and business who pushed the case, which they said used Janus to rob workers not just of their rights, but of their power to oppose the corporate agenda and to preserve a middle-class standard of living. The union leaders also renewed their organizing vows.

The court majority "abandons decades of common-sense precedent. In this case, a bare majority of the court, over the vigorous dissent of four justices, has conceded to the dark web of corporations and wealthy donors who wish to take away the freedoms of working people," AFL-CIO President Richard Trumka said.

One union leader on a press conference call with the Teachers, the Service Employees, AFSCME and the National Education Association said pro-worker lawmakers would introduce legislation soon to make organizing public workers easier.

"It's perfectly clear working people can't get a fair hearing before the corporate-controlled Supreme Court," AFSCME President Lee Saunders told the press conference. "We are recommitting to mobilizing and organizing. This was about corporate CEOs and wealthy special interests rigging the economy."

"This definitely has nothing to do with the fair-share fee payers," commented Lily Eskelsen-Garcia, the National Education Association president. Her 3-million-member union, the nation's largest, includes her home state of Utah — a right-to-work (for less) state where non-members can already free ride on the NEA's, and other unions', dime.

She added that people "attack unions for one reason: We've always been the pathway to the middle class, and that's what they hope to put an end to."

"This is yet another example of how billionaires rig the system against working people, white, black and brown," said Service Employees President Mary Kay Henry, whose 2.2-million-member union includes tens of thousands of public hospital workers, among others.

"Don't. Count. Us. Out!" Teachers (AFT) President Randi Weingarten declared. "Our members are sticking with us and we are sticking with the community. We will continue fighting, organizing, campaigning, showing up — and voting. We're doubling down."

At least two groups of unionists took to the streets immediately after the court's edict. National Nurses United members held press conferences in Chicago and California to discuss their union's next moves. And The Stand, the online paper for the Washington State Labor Council, reported unionists marching in the streets of Seattle, Everett, Tacoma, Spokane and Vancouver.

Other unions also vowed to keep fighting. Excerpts included:

**TEAMSTERS:** "By backing the plaintiffs in *Janus v. AFSCME*, the high court's decision is an attempt to limit the collective voices of not only government workers, but those in the private sector as well," union President Jim Hoffa warned.



AFL-CIO President Richard Trumka

**FIREFIGHTERS PRESIDENT HAROLD SCHAIBERGER:** "We are ready to take the best punch and deliver some blows ourselves to those that want to see fire fighters and their unions weakened. Every attack can be turned into an opportunity, and we are determined not to let this decision hold us back. The IAFF has operated successfully under Janus-like rules in right-to-work and non-collective bargaining states for decades. We have proven you can have strong affiliates that deliver better pay, health care, retirement security, health and safety provisions and a voice in keeping their communities safe in these tough environments. We represent more than 85 percent of all professional fire fighters and paramedics in the U.S. because we consistently demonstrate our value, through our strong affiliates, that being union fire fighters provides a significantly better standard of living and safer working environment than those who are not union. That difference will become even more stark, and we are working to represent that small percentage of fire fighters who aren't in our union so that we can raise their standard of living and increase their ability to have a strong voice in public safety."

**GOVERNMENT EMPLOYEES PRESIDENT J. DAVID COX:** "On behalf of the wealthiest one percent and special interest groups, the Supreme Court has attempted to strike the death knell for public-sector unions, but the workers themselves will ultimately decide their own fate. Workers know the importance of unions in the workplace and they will survive.... If you're covered by the union contract but you don't belong to the union, it's time to join your union and pay for the benefits you receive — because those benefits could vanish tomorrow unless workers take a stand and fight for their rights at the worksite."

**OFFICE AND PROFESSIONAL EMPLOYEES PRESIDENT RICHARD LANIGAN:** "Today's Supreme Court decision ... is just another attempt by billionaires and wealthy corporate interests to curb the freedoms of working people and strip them of their right to a strong voice in the workplace."

**NATIONAL CONSUMERS LEAGUE EXECUTIVE DIRECTOR SALLY GREENBERG:** "*Janus vs AFSCME* is the unfortunate capstone of a decades-long assault on working Americans who choose to collectively stand up to improve their workplaces and their communities and is the result of a right-leaning court that favors business interests over workers. The potential harm ... is great and will not only be felt by union members. Millions of individual consumers who rely on government services will feel the consequences of this decision as public servants choose to leave in search of better opportunities and as the ones who remain face greater workplace insecurity. The Supreme Court today sided against working families. We call upon Congress to step in to correct this injustice."

**LABORERS PRESIDENT TERRY O'SULLIVAN:** The union "proudly repre-

sents tens of thousands of dedicated, hard-working public employees who are undaunted by the Janus decision. The court ... sided with anti-worker interests whose aim is to weaken unions by seeking to force unions and those who support us to bear the cost of representing free-riders. While the plaintiff's backers claim this case is about 'freedom of speech,' nothing could be further from the truth. The Janus case represents an all-out attack on public sector unions meant to diminish the bargaining power of millions of public sector workers and divide us in the workplace."

**COMMUNICATIONS WORKERS PRESIDENT CHRIS SHELTON:** "The right-wing attack on fair share fees is all about making it more difficult for working people

to defend themselves when corporations abuse their power. Today's decision is an attempt to further concentrate power in the hands of the wealthy few by taking away resources from working people who are represented by unions. But there's something happening in America. Our public worker membership is growing, even in states like Texas that prohibit collective bargaining for public employees. We've stood in solidarity with teachers and other public employees in many different states walking out and standing up to special interests — and winning."

**PRIDE AT WORK EXECUTIVE DIRECTOR JERAME DAVIS:** "After spending billions of dollars to steal a Supreme Court seat, corporate CEOs and billionaires got what they paid for today. The partisan majority on this Court has decided that the corporate interests that put them there have greater rights than the American people. The right to organize is a fundamental freedom that must not be abridged. This decision is a major setback for working people all across the nation, regardless of whether they are part of a union."

**PROFESSIONAL AND TECHNICAL ENGINEERS SECRETARY-TREASURER PAUL SHEARON:** "Today's Supreme Court decision was based on a bogus free speech argument. This politically motivated case brought by Mark Janus, paid for by corporate interests, was designed to undercut the bargaining power of those employed in local and state government. This wasn't about free speech — this was about silencing workers' voices. The Justices who supported this slap in the face to public employees and their families, reversing settled law, telegraphed that they are little better than political hacks. In the short run, the Janus decision may hurt some unions financially, but in the long run it will serve to make unions and their members more militant and force a stronger culture of internal organizing. The recent statewide teacher strikes demonstrate that when public sector workers face limitations on their bargaining rights they take their case to the streets."

### Excerpts From the Dissent

Justice Elena Kagan penned the dissent to the Court's ruling on *Janus v. AFSCME*, joined by Justices Breyer, Ginsburg and Sotomayor. Below are excerpts from the full dissention.

"There is no sugarcoating today's opinion," Kagan wrote. "The majority overthrows a decision entrenched in this Nation's law—and in its economic life—for over 40 years. As a result, it prevents the American people, acting through their state and local officials, from making important choices about workplace governance."

"But the worse part of today's opinion is where the majority subverts all known principles of stare decisis. The majority makes plain, in the first 33 pages of its decision, that it believes Abood was wrong. But even if that were true (which it is not), it is not enough."

"Over 20 States have by now enacted statutes authorizing fair-share provisions. To be precise, 22 States, the District of Columbia, and Puerto Rico—plus another two States for police and firefighter unions. Many of those States have multiple statutory provisions, with variations for different categories of public employees. See, e.g., Brief for State of California as Amicus Curiae 24–25. Every one of them will now need to come up with new ways—elaborated in new statutes—to structure relations between government employers and their workers. The majority responds, in a footnote no less, that this is of no proper concern to the Court."

"Still more, thousands of current contracts covering millions of workers provide for agency fees. Usually, this Court recognizes that 'considerations in favor of stare decisis are at their acme in cases involving property and contract rights.' Payne, 501 U. S., at 828. Not today. The majority undoes bargains reached all over the country. It prevents the parties from fulfilling other commitments they have made based on those agreements. It forces the parties—immediately—to renegotiate once-settled terms and create new tradeoffs. It does so knowing that many of the parties will have to revise (or redo) multiple contracts simultaneously. (New York City, for example, has agreed to agency fees in 144 contracts with 97 public-sector unions. See Brief for New York City Municipal Labor Committee as Amicus Curiae 4.) It does so knowing that those renegotiations will occur in an environment of legal uncertainty, as state governments scramble to enact new labor legislation. See supra, at 23. It does so with no real clue of what will happen next—of how its action will alter public-sector labor relations. It does so even though the government services affected—policing, firefighting, teaching, transportation, sanitation (and more)—affect the quality of life of tens of millions of Americans."

"And it threatens not to be the last. Speech is everywhere—a part of every human activity (employment, health care, securities trading, you name it). For that reason, almost all economic and regulatory policy affects or touches speech. So the majority's road runs long. And at every stop are black-robed rulers overriding citizens' choices. The First Amendment was meant for better things. It was meant not to undermine but to protect democratic governance—including over the role of public-sector unions."

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**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](http://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 2018 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 6	1 p.m.
Columbus	July 11	1 p.m.
Joliet, Ill.	July 12	1 p.m.
Honolulu, Hawaii	July 13	10:30 a.m.
Lawrenceburg/ MVG	July 18	1 p.m.
Maryland*	July 5	1 p.m.
New Orleans	July 10	1 p.m.
Riverside	August 8	1 p.m.
St. Louis/Alton, Mo.	July 13	1 p.m.

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

**AFL-CIO 'Join A Union' Ad Campaign**

*Editor's note: The following article was written by Mark Gruenberg, staff writer, Press Associates News Service.*

The AFL-CIO has launched a national print and digital "Join a union" ad campaign, complete with quarter-page ads in top national and regional newspapers.

The point, federation President Richard Trumka says in an open letter to all workers – the centerpiece of the drive – is to tell workers if they want decent raises, better benefits, and a voice on the job, unionizing is the way to go.

"Join us — be a part of the fight to build a brighter future for you, your family and working people everywhere," his open letter reads.

"JOIN TOGETHER! — If you are interested in hearing how you and your co-workers can join together to win better wages and working conditions — and respect on the job — contact a union organizer today!" it urges.

The letter and the digital campaign direct viewers to the new Freedom-

ToJoin.org website. It has information both on benefits of unionization and on the continuing drive by rich corporate interests to rob workers of their rights.

The key narrative in that anti-worker drive is a Supreme Court case, *Janus vs AFSCME*, where the 5-man GOP-nominated court majority made every state and local government worker a potential "free rider," able to use union benefits and services without paying one red cent for them.

That ruling will rob unions of at least 726,000 members nationwide and millions of dollars in fees just to cover contract bargaining and enforcement, a recent report by the labor studies center at the University of Illinois at Champaign-Urbana says. And the average public worker — who comprise just under half of all unionists — would lose more than \$1,800 in yearly wages as "free riders" defect.

"The court case was funded by the Koch brothers to deprive teachers, firefighters and other public-sector workers of their freedom to join together," Trumka's letter adds. Actu-

ally, a wide group of corporations and lobbies joined together for decades to fund the so-called National Right to Work Committee and its legal defense fund, which funded the Janus case.

The website "also offers resources for forming a union and information about ongoing organizing campaigns," the fed said. Those organizing drives the fed cites include recent rank-and-file led teacher mass mobilization — including strikes — in red states West Virginia, Kentucky, Oklahoma and Arizona for more money for schools and textbooks, as well as teacher and staffer pay.

"From the boardroom to the steps of the Supreme Court, a dark web of corporate interests is trying to stop us with everything it has," Trumka wrote. "But no matter what any CEO or lobbyist does, we're standing up for the freedom to join together in a union." The print ad ran in USA Today, the Washington Post and regional newspapers in Florida, Illinois, Michigan, Minnesota, Nevada, Ohio, Pennsylvania, Wisconsin and Massachusetts.

**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, Abbey Heller  
**Slots:** Alfonso Hernandez, Kariena Persons  
**Slots Steward:** Celeste Hawkins  
**Maintenance:** Donna Miller  
**Player Services:** Crystal Malone

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

**Ohio**

**Miami Valley Gaming**  
**Cage:** Kyle Bauer  
**EVS:** Gwen Nevin, Gina Fumi-Fiamawle, Shawn Brown  
**EVS Steward:** Valaine Faul  
**Facilities:** Darrell Stephens  
**Food & Beverage:** Robert McManus  
**Player Services:** Tom Cox  
**Hollywood Gaming Dayton Raceway**  
**VLT:** Nieawna Russel  
**F&B:** Deshawn Dancy, Jackson Wolph  
**Facilities:** Scott McCane  
**Hollywood Gaming at Mahoning Valley**  
 Current Delegates:  
**Food & Beverage:** Nilsa Lipscomb, Dasia Flenoury  
**Cage:** Rachel Grimm  
**VLT:** Justin Teaque  
**Facilities:** Mike Morris,  
**Retail:** Joyce Pishkur

**Riverside**

Current Delegates:  
**Cage:** Pam Knapp  
**Food & Beverage:** Jaime Edge, Pam Lewis  
**Hotel:** Cathy Estrada  
**Maintenance:** T.J. Curtis, Jim Adams  
**EVS:** Jackie Hibbs

**St. Louis/Alton Metro**

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