

2016 SEATU Convention Celebrates Growth



The SEATU Executive Board, representatives and delegates in attendance at the 2016 SEATU Convention assemble on stage for a group photo.

With a theme of, “The Smart Choice in Service, Hospitality and Gaming,” the triennial SEATU convention was a time for officials, delegates and guests to examine and refine plans for continued growth. The convention took place Sept. 13-14 at the union-affiliated Paul Hall Center for Maritime Training and Education in Piney Point, Maryland.

SEATU President Michael Sacco, Executive Vice President/Secretary-Treasurer David Heindel, Vice President Augustin Tellez and Vice President Tom Orzechowski were all re-elected, and numerous resolutions were read by delegates and ratified by attendees. The resolution topics were varied, and included workplace safety, support for pro-worker political candidates and the need to support collective bargaining efforts across the country.

Sacco energized the audience with opening remarks that spotlighted SEATU’s growth. He also urged everyone in attendance to help get out the vote on Election Day, and added a plug for the union’s voluntary political action fund, which he described as “another key part of grassroots mobilization.... At our level, as with most others, a PAC donation certainly isn’t going to guarantee results. But campaign contributions are nothing short of critical when it comes to getting your foot in the door with an elected representative.”

In accepting his re-election, Heindel noted the importance of the union representatives, saying, “I will continue to do everything I can to make sure that SEATU continues to balance the books

and I appreciate all the support, not only from the SEATU members that are out there continuing to support this organization, but also to the reps that help make my job easier. They make sure that they watch the money that they spend and, of course, work with me and my office in making sure that SEATU operates very efficient and smoothly.”

Tellez spoke on the progress made by the union: “Being someone that started from very meager beginnings, to see what you have done expanding and creating and growing the organization is quite impressive and it’s a testimony to your commitment and to the dedication and the hard work of getting that job done. So, I want to thank and congratulate all the reps, all the delegates and all the rank-and-file members who contribute so greatly to that great success.”

In nominating President Sacco, Orzechowski described the qualities of a good leader, saying, “The position of president for this organization is about leadership. Leadership is unlocking other people’s potential, to become better. Leadership is the capacity to translate vision into a reality. The quality of a leader is reflected in

the standards they set for themselves. It’s waking up every day to the task ahead; it’s delivering and working on the hard issues; it’s driving policy; and, quite frankly, it’s leading from the front. This is what it takes to be effective in this business, and there is no doubt that labor organizations are a business. We’re a business of protecting people. This driving attitude is what breeds success. Look around the

room. This is a successful organization, and it all starts at the top.”

The dominant topic during the convention was expansion, with new shops, growing properties and even entirely new industries for SEATU to represent workers. Delegates and representatives from each of the SEATU shops were in

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Labor Movement Pushes Forward With Pro-Worker Agenda after Election Day



While not every election saw a win for labor, a number of candidates backed by SEATU and other labor unions were elected in the House, Senate and local races. In the photo above, newly elected Senator Kamala Harris (D-California) poses for a picture with SIU Vice President Nick Marrone (left) and Assistant Vice President Nick Celona (right). Election coverage begins on Page 2.

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President's Column

A Successful Convention

The SEATU convention proved to be a tremendous success, and it was great to see so many new faces along with old friends in attendance. On behalf of the executive board, I thank you for placing your trust in our continued leadership as we look forward to smartly and aggressively continuing to secure a bright future for all SEATU members.



Michael Sacco

We talked at great lengths about some of the exciting developments on the horizon. These likely include unionizing airport workers and welcoming them into the SEATU family, crewing a fully restored historic riverboat as she returns to active service, and many more that are also “coming soon.” It’s an exciting time for our union and I’m confident we’ll continue our history of smart growth.

I want to thank everyone for coming to Piney Point, and if you missed out on this year’s convention, check out the extensive coverage in this issue of The Entertainer to get a sense of the event. By 2019, we’ll have more union shops than ever before sending delegates and representatives to the next SEATU convention. It will be here before you know it!

Election Recap

Although the SEATU-supported candidate didn’t win the White House, we are more than ready and willing to work with the next administration when it comes to promoting a strong labor movement including workers’ rights. That would have been true no matter who won. Whether or not the next administration’s policies back America’s working families remains to be seen, but we will do everything possible to continue fighting for a strong, union-backed service and hospitality industry.

One last word on the elections: I know that most if not all presidential contests bring out emotions, but this one seemed extreme – and it hasn’t ended almost a week later, as I’m writing this column. There are protests across the country, and I’m told the viciousness on social media has only gotten worse. For SEATU, it’s time to unite and move forward as Americans and as the union family we’ve always been. Our job is to maintain, promote and protect workers’ rights, no matter who’s in the House, no matter who’s in the Senate, and no matter who’s in the White House. We’ve already rolled up our sleeves and gotten to work, and that’s where our focus will remain. The elections are over. Let’s stick together and stand up for workers’ rights, job safety, and a real opportunity to form and join unions. These are things our great country simply cannot do without.

Happy Holidays

Whatever your plans for the holidays, I wish every SEATU member and your families the best of everything. Whether you’re on the clock or at home with loved ones, make the holidays a special time for those around you. No matter what, please be safe.

At this time of year in particular, I also always think of our women and men wearing the uniforms of our armed services. I thank all of you for your service and pray for your safe returns.

Down-Ballot Labor Candidates Win

Election Day yielded mixed results for SEATU, as most of the politicians backed by the union won their respective House and Senate races while the SEATU-endorsed candidate for the White House came up short.

The vast majority of America’s unions along with the AFL-CIO backed Hillary Clinton in her bid for the presidency, based on her longtime support of working families.

“Although the SEATU-supported candidate didn’t win the White House, we are more than ready and willing to work with the next administration when it comes to promoting a strong labor movement as well as protecting workers’ rights. That would have been true no matter who won,” said SEATU President Michael Sacco.

SIU Legislative Director Brian Schoeneman said, “Most attention will be focused on the presidential election, but for SEATU, this election was largely a confirmation that our bi-partisan way of doing business is the best path forward. Our willingness to support elected officials and candidates from both sides of the aisle who are committed to protecting and defending the rights of union workers has resulted in an overall 91 percent win rate for our bipartisan roster of union-supported candidates.”

The afternoon following Election Day, AFL-CIO President Richard Trumka stated, “Donald Trump has been elected president. America is a democratic nation, and the voters have spoken. The AFL-CIO accepts the outcome of this election, and offers our congratulations to President-Elect Trump.

“More than anything, this election is an indictment of politics as usual,” Trumka continued. “For too long, the political elites have embraced economic policies that hold



U.S. Representatives John Garamendi (D-California) (left) and Linda Sanchez (D-California) (right), both champions of labor unions, each won reelection in 2016.



down wages, increase inequality, diminish opportunity and ship American jobs overseas. Voters in both the primary and general election have delivered a clear message: enough.”

Trumka also pointed out, “The president-elect made promises in this campaign – on trade, on restoring manufacturing, on reviving our communities. We will work to make many of those promises a reality. If he is willing to work with us, consistent with our values, we are ready to work with him. But make no mistake, we can never back down from our values. The presence of racism, misogyny, and anti-immigrant appeals caused damage in this campaign and we must all try to repair it with inclusion, decency and honesty.”

He concluded, “As we move forward, the labor movement is committed to defending our American democracy. Ultimately, the fundamental duty of America’s president, symbolized by swearing to

uphold our Constitution, is to protect and preserve our democracy and the institutions that make it real. We hope to work with President-Elect Trump to help him carry out this solemn responsibility. Regardless, America’s labor movement will protect our democracy and safeguard the most vulnerable among us. This election is a statement about our broken economic and political rules. Therefore, the work of the labor movement continues with fresh urgency. The change voters cried out for in this campaign can be found by standing together in unions. The election is over. But we are more committed than ever to helping working people win a voice on the job and in our democracy. We will never stop striving to represent everyone, fighting for basic human dignity, expanding our diversity and growing our ranks to give working people a strong, united voice.”

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SEATU Directory

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SEATU Convention Looks To Future of Union

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attendance, and gave reports on each of their respective properties.

The SEATU representatives present included Monte Burgett, Patti Christian, Lucia Colon, Brandi Dale, Shaunte Dawson, Hazel Galbiso, Amber Gibson, Kate Hunt, Lewis Hunt, Elizabeth Knight, Henry Martin, Michelle Oliver, Chad Partridge and Linda Richter.

Assistant Vice Presidents Karen Horton-Gennette and Bryan Powell each highlighted the overall state of SEATU work sites across the country.

"Since our last convention in 2014, we organized two properties in Ohio — one in Dayton and one in Youngstown," Horton-Gennette said. "In 2014, the Lawrenceburg property opened a convention center, which was pretty cool. It's off site, about 50 or so jobs."

She continued, talking about other recently opened work sites, including Plainridge Park in Massachusetts.

"We've been very busy," Horton-Gennette concluded, "and I anticipate we'll stay very busy. I appreciate everyone's help in this room that has stood by us, been very strong, and look forward to your help moving forward."

Powell said of the members working in Baton Rouge: "We have negotiated more jobs for our members lately, adding additional classifications to the bargaining unit. We've also worked through many issues, resulting in mutually agreeable resolutions for both labor and management. None of these would have been possible without the rank-and-file members' support. They deserve a lot of credit. They have performed in a

professional manner with concern for their union brothers and sisters and the company. Their hard work and professionalism has exemplified the advantages of having a SEATU work force for the employer."

Since the last convention, five new work sites have opened or unionized, meaning new members and new jobs. While one property did close, it is clear that SEATU is growing and welcoming new union brothers and sisters at a tremendous pace, many speakers pointed out.

One of the areas in which SEATU is expanding is the airport restaurant and service industries. A growing number of workers at Baltimore Washington International Airport (BWI) are part of the first group represented by SEATU to work in the airport industry. The prospects for growth in this arena are strong, said several speakers.

Another source of new jobs will be Maryland LIVE! Casino, which is contracting with two neighboring hotels, as well as building their own hotel. All three properties will employ SEATU members, further increasing the number of union workers at one of SEATU's largest shops.

In both a presentation on stage, as well as a workshop for the SEATU representatives and delegates held later on the first day of the convention, Union Plus Representative Valerie Cole demonstrated the many uses of Union Plus for every union member. A free membership card unlocks countless benefits for union families.

Union Plus was created in 1986 to help union members obtain credit and loans. Since then, it has grown to include discounts on products such as AT&T phone plans, movie tickets, auto

buying and car rentals.

"We've found that members who benefit from union discounts feel more connected to their union," said Cole. "In a time when most people are talking about the decline in union membership, programs like Union Plus discounts offer a whole new value to union membership, one that has the potential to attract an entirely new generation of labor supporters."

Cole later talked about the benefits available through the SEATU credit card, which she urged members to sign up for: "There are many options for credit cards in the market, but the SIU SEATU credit card, through Union Plus, is the only one with hardship help, whether your members are facing job loss, disability, or high hospital bills. If you're going to carry a credit card as a union member, it should be the credit card that shows union pride, and protects you during the tough times, and that supports the labor movement. But only about eight percent of SEATU members carry the SIU's SEATU credit card."

The convention's other guest speakers highlighted some of the new expansions for SEATU, including Roger Schwandtner, development and director of operations, Creative Food Group, LLC. He shared insights gained during his more than 28 years of experience in the airport industry.

Schwandtner described Creative Food Group's position in the airport service industry: "We operate in six airports today, from Boston, Massachusetts to Midland, Texas. We went from one to 52 stores, and we've been in airports since 1994." He then continued to describe the airport industry as having a lot of opportunities for growth and expansion.

Schwandtner also complimented the union and said that while he and his associates may sit on the opposite side of the bargaining table from SEATU, the working relationship nevertheless is "a great partnership moving forward. There's a lot of opportunity in this business, and I think this is the group to be with."

Additional speakers included Leah Ann Ingram and Philip Johnson, two of the co-owners of the Delta Queen, an historic riverboat hotel that, pending an exemption from Capitol Hill, will once again carry overnight passengers up and down the Mississippi River system.

"In 1966, Congress had passed the Safety of Life at Sea Act, which was aimed at protecting passengers. It said that any vessel that carried more than 50 overnight guests must be constructed entirely of non-combustible materials," Johnson explained, before elaborating that the rule was aimed at seagoing vessels, but riverboats like the Delta Queen were perhaps inadvertently included in this rule. A waiver was granted to the boat and continually renewed for 40 years, but allowed to lapse in



SEATU President Michael Sacco



SEATU VP and Secretary-Treasurer David Heindel

2008 by the owners at that time. The current owners are in the process of attempting to restore that waiver (which could result in jobs for SEATU members).

Johnson also spoke on the history of the vessel, which first entered service in 1927: "The Delta Queen was built for the California Transportation Company and its twin, the Delta King, at the time were coined the million-dollar steamers. At this time, a respectable steamboat could be built for as little as \$80,000, so the fact these were million-dollar vessels really shows how extraordinary they were and the fact that they're both still here today shows the craftsmanship that went into it."

He explained that the twin vessels were the first steamboats to have been built with air conditioning, and serviced the San Francisco and Sacramento overnight trade until 1940, when the ships were requisitioned by the U.S. Navy to ferry troops in between the ports and deep water Navy vessels. After World War II, the Delta Queen was sold to Tom Green, the owner of a steamship company based out of Cincinnati, where she was used in the tourism trade on the Mississippi River for 60 years. For more than 30 of those years of service, the Delta Queen employed a full union crew.

A number of planned upgrades will help modernize the vessel, while still retaining the historical charm, according to Johnson. Once fully operational, the Delta Queen will require 150 crew members.

In addition, a themed restaurant located at the Delta Queen's Port of Call in Kimmswick, Missouri, will be fully staffed by SEATU members. The vessel and restaurant are projected to create a multi-million-dollar economic boon for the St. Louis region, stimulating the local

economy while providing good-paying jobs.

SIU Legislative Director Brian Schoeneman and the AFL-CIO's Maritime Trades Department Executive Secretary-Treasurer Daniel Duncan also gave impassioned speeches on the importance of grassroots political action, at all levels of government.

Schoeneman emphasized the power of each vote: "Every single one of you has a vote, but not only that, every single one of you represents people back home. The folks that you represent are the other union members. There's about 4,000 of us in SEATU. There are tens of thousands of members of the Seafarers. And then, if you lump us in the Maritime Trades Department, there are five million members of the Maritime Trades Department. Of the AFL-CIO in general, there are 12-and-a-half million of us, and that only includes the AFL-CIO unions. When you lump in the rest of the union movement, we're talking about tens of millions of people, and they all have votes, and they all have good jobs, thanks to their union, and they can donate a little bit of money if they want to help candidates win. That's political power. That is grassroots political power."

Both speakers stressed the importance of the union vote in elections, describing how SEATU members have strength beyond their numbers when it comes to voting for pro-worker candidates.

"You are the people who do grassroots action. That's what it's all about" said Duncan. "We don't have the money (compared to big business). But we have got the feet, we have got the fingers to make the phone calls, and we have got the ability to get the word out."



SEATU Vice President Tommy Orzechowski



SEATU Vice President Augie Tellez

Photos from the 2016 SEATU Convention



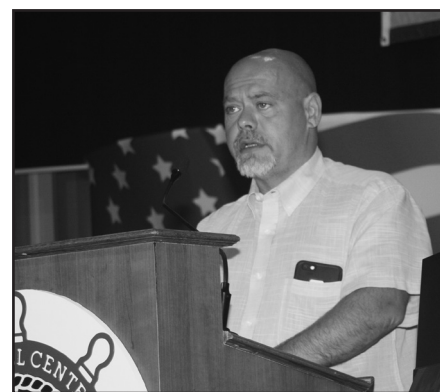
Assistant VP Bryan Powell



Assistant VP Karen Horton-Gennette



Representative Amber Gibson



Representative Chad Partridge



Representative Monte Burgett



Representative Michelle Oliver



Representative Patti Christian



Representative Kate Hunt



Representative Hazel Galbiso



Speaker Brian Schoeneman



Speaker Roger Schwandtner



Speaker Dan Duncan



Speaker Valerie Cole



Speaker Phillip Johnson



The SEATU Executive Board is sworn into office by SEATU Legal Counsel Leslie Tarantola (left)



Speaker Leah Ann Ingram



Delegate Tony Blanks



The attendees stand for the Pledge of Allegiance.

SEATU Representatives, Delegates Learn Benefits of Union Plus



During the convention, SEATU delegates and representatives attended a Union Plus workshop, led by SEATU's Union Plus Representative Valerie Cole, where they discovered the many perks of shopping union-made with a Union Plus membership card or Union Plus credit card. Representatives and delegates then won prizes based on their knowledge of the services available to Union Plus members.

Wins for Labor in 2016 Election

Continued from Page 2

Meanwhile, four states voted to increase their respective minimum wages, delivering the promise of a pay raise to more than two million workers in Arizona, Colorado, Maine and Washington State. The measures in Arizona and Washington require employers to offer workers paid sick days.

Editor David Groves wrote in *The Stand*, the newsletter of the Washington state labor council, "Nevertheless, this morning the sun rises on an Evergreen State that will lead the nation in raising its minimum wage to \$13.50 over the next four years, will allow all workers to earn paid sick leave to care for themselves and their families, will establish groundbreaking new protections for hotel workers in Seattle, and will make major forward-thinking investments in its mass transit systems in Spokane and the Puget Sound region. These victories are all good news for working families and promise to boost our economy now and for future generations.

"Voters soundly rejected a labor-opposed initiative to address climate change in a regressive way that would have exacerbated state budget challenges and failed to invest in a just transition to a clean-energy economy. Voters also rejected a disturbing effort by the state's billionaires and right-wing conservatives to politicize our state Supreme Court," he concluded.

The Amalgamated Transit Union touted the ballot measures that backed public transit, including those in Washington. Other wins include funds for a first-ever bus rapid transit line in Charleston, South Carolina, a major expansion in Los Angeles County, California, a 10-year tax levy to fund mass transit in Toledo, Ohio, a tax hike to upgrade MARTA in Atlanta, and a \$56 million yearly regional tax hike to fund rapid transit in Marion County (Indianapolis), Indiana.

"Voters have spoken through the ballot box, and they said they want more public transit and are willing to pay for it," ATU President Larry Hanley said. "Even Americans who don't depend on transit themselves voted for it because they understand we all need better transit for economic opportunity, cleaner air and less congestion."

"Amidst the darkness of the national election results for progressives and working people, California firmly remains a beacon of light and hope," said California AFL-CIO Executive Secretary-Treasurer Art Pulaski. Besides wins for pro-worker U.S. Senate Democrat Kamala Harris, Pulaski cited pro-worker initiative wins.

"The months of on-the-ground organizing unions poured into this election continued our state's progress. We passed two important measures to fund schools and health care in Prop 55 and 56. We restored bilingual education and built on criminal justice reform. Prop 53, which threatened good jobs and much-needed infrastructure projects, was rejected. And we're proud to be heading toward an even more progressive legislature, despite the millions spent by corporate interests to thwart California's progress," he explained.

Additionally, voters in Virginia rejected a proposed amendment that would have added a so-called right-to-work law to the state constitution. According to AFL-CIO Maritime Trades Secretary-Treasurer and President of the Northern Virginia Central Labor Council Dan Duncan, "That was trying to step on people when they're down. It made our members mad, and it got them riled up." With a strong campaign by the Virginia AFL-CIO, that "right to work for less" amendment was defeated 53 percent to 47 percent.

Convention Committee Photos



The Convention Arrangements and Public Relations Committee (from left to right): Brandi Dale, Karen Horton-Gennette, Patti Christian and Hazel Galbiso



The Credentials Committee (from left to right): Lewis Hunt, Bryan Powell and Lucia Colon



The Resolutions Committee (from left to right): Henry Martin, Michelle Oliver and Chad Partridge.



The Constitution and Legal Committee (from left to right): Monte Burgett and Elizabeth Knight



The Auditing Committee (from left to right): Kate Hunt, Amber Gibson, Linda Richter and Shaunte Dawson.

**Happy Holidays
from SEATU**



Union Honors Longtime Delegate T.J. Curtis

While much of the focus of the convention was set firmly on the future, the SEATU executives and representatives took a moment to recognize the union's past. T.J. Curtis, a longtime maintenance delegate at the Riverside work site who is retiring in the near future, was presented with a plaque commemorating his many years of service and dedication to the union.

SEATU Assistant Vice President Karen Horton-Gennette offered her

heartfelt thoughts: "T.J. has been with us for a quite a while, and I consider him a friend. From my first day in Kansas City in 2001, I had to prove myself to him. I was young, and I was green, but I was a hard worker, and I think I did prove myself to him. Thank you, T. J., for being there for us, and doing everything that you've done over the years, even when it was tough."

SEATU Representative Amber Gibson said, "I am fortunate enough that I

came up through the ranks with T. J., a little bit behind him, but he took me under his wing, and then when I took over the position of representative, he was right there and stood right with me. And I am very thankful for that, and for everything he's done, I can't ever thank him enough."

Curtis addressed the crowd, saying, "It was a rocky road in Kansas City for

quite a few years." He then shared some fond memories of Karen's first days as a representative, before remarking on her move up the ranks to her current position. He concluded, "Amber is following in her footsteps very well. I am so proud of them; I love them both to death and all the brothers and sisters I work with out there."



SEATU Assistant Vice President Karen Horton and Delegate T.J. Curtis



From left to right: Vice President Augie Tellez, Vice President Tommy Orzechowski, Representative Amber Gibson, T.J. Curtis, Assistant Vice President Karen Horton-Gennette, President Michael Sacco and Vice President and Secretary-Treasurer David Heindel.

Beck Notice

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

The Seafarers Entertainment and Allied Trades Union (SEATU) assists employees by representing them in all aspects of their employment and work aboard vessels which are involved directly or indirectly in the gaming and entertainment industries. For the most part, the union spends a majority of its financial resources on collective bargaining activity and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities, and community services. All of these services advance the interests of the union and its membership.

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

1. Benefits of union membership

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

2. Cost of union membership

Dues for SEATU members are currently \$300.00 (three hundred dollars) per year. Dues are paid bi-weekly and may be deducted from the employee's paycheck.

3. Agency fee payors

Employees who choose not to become union members may become agency fee payors. As a condition of employment, in states which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational

services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include, but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

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

4. Amount of agency fee

As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2015 calendar year, the fee cost associated with this representation amounts to 98.20 percent of the dues amount an employee would pay for the applicable year.

As a result, this would be the percentage applied to the agency fee calculation for the 2017 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2016 and November 30, 2017 will have this calculation applied to their 2017 dues payment which may still be owed to the Union. As noted below, however, to continue to receive the agency fee reduction effective January, 2018, your objection must be received by December 1, 2017.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this free report by writing to: Secretary-Treasurer, Seafarers Entertainment and Allied Trades Union, 5201 Auth Way, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2015.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this option each year by filing an objection in accordance with the procedure noted below.

5. Filing of objections

If you choose to object to paying dues, an objection must be filed annually. To receive the deduction begin-

ning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year; however, the reduction will only apply prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to Agency Fee Payor Objection Administration - Secretary-Treasurer's Office, Seafarers Entertainment and Allied Trades Union, 5201 Auth Way, Camp Springs, MD 20746.

6. Filing a challenge

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

7. Appeal procedure

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

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

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

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

Sincerely,
David Heindel,
Executive Vice President/Secretary-Treasurer

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SAVINGS • SERVICE • SOLIDARITY

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.

SEATU 2017 Meeting Dates

The meeting dates and times for 2017 SEATU quarterly membership meetings are as follows:

Quarter 1

Algonac - Fri., Jan. 6 at 1 p.m.
Columbus - Wed., Jan. 11 at 1 p.m.
Joliet - Thu., Jan. 12 at 1 p.m.
Honolulu - Fri., Jan. 13 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., Jan. 18 at 1 p.m.
Maryland* - Thu., Jan. 5 at 1 p.m.
New Orleans - Tue., Jan. 10 at 1 p.m.
Riverside - Wed., Feb. 8 at 1 p.m.
St. Louis/Alton - Fri., Jan. 13 at 1 p.m.

Quarter 2

Algonac - Fri., April 7 at 1 p.m.
Columbus - Wed., April 12 at 1 p.m.
Joliet - Thu., April 13 at 1 p.m.
Honolulu - Fri., April 14 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., April 19 at 1 p.m.
Maryland* - Thu., April 6 at 1 p.m.

New Orleans - Tue., April 11 at 1 p.m.
Riverside - Wed., May 10 at 1 p.m.
St. Louis/Alton - Fri., April 14 at 1 p.m.

Quarter 3

Algonac - Fri., July 7 at 1 p.m.
Columbus - Wed., July 12 at 1 p.m.
Joliet - Thu., July 13 at 1 p.m.
Honolulu - Fri., July 14 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., July 19 at 1 p.m.
Maryland* - Thu., July 6 at 1 p.m.
New Orleans - Tue., July 11 at 1 p.m.
Riverside - Wed., Aug. 9 at 1 p.m.
St. Louis/Alton - Fri., July 14 at 1 p.m.

Quarter 4

Algonac - Fri., Oct. 6 at 1 p.m.
Columbus - Wed., Oct. 11 at 1 p.m.
Joliet - Thu., Oct. 12 at 1 p.m.
Honolulu - Fri., Oct. 13 at 10:30 a.m.

Lawrenceburg/Miami Valley - Wed., Oct. 18 at 1 p.m.
Maryland* - Thu., Oct. 5 at 1 p.m.
New Orleans - Tue., Oct. 10 at 1 p.m.
Riverside - Wed., Nov. 8 at 1 p.m.
St. Louis/Alton - Fri., Oct. 13 at 1 p.m.

The meetings will be held at the respective union halls. The times of the meetings may change at some point throughout the next year. Any changes will be announced in *The Entertainer* and posted on the SEATU website.

All SEATU members are strongly encouraged to attend the meetings and become active in their union.

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

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: Beth Knight
Table Games: Seeking volunteers
Poker Dealer: Seeking volunteers
Maryland Live! Casino
Food & Beverage: Seeking volunteers
EVS: Seeking volunteers
Housekeeping: Seeking volunteers

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

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.