

*The*  
**ENTERTAINER**

Also available online at [www.seatu.org](http://www.seatu.org)



**SERVICE • HOSPITALITY • GAMING**

# AFL-CIO Re-Elects Top Officers at Convention

On Oct. 22, delegates to the AFL-CIO’s 28th constitutional convention in St. Louis elected Richard Trumka as president, Liz Shuler as secretary-treasurer and Tefere Gebre as executive vice president. In addition, delegates elected 55 vice presidents – including SEATU President Michael Sacco – who will serve as the executive council for a four-year term.

Sacco is the longest-serving member of the federation’s executive council.

Trumka begins his third term as president of the AFL-CIO; he first was elected in 2009. Before his election to president, Trumka became the youngest president of the United Mine Workers of America (UMWA) in 1982 and secretary-treasurer of the AFL-CIO in 1995.

Born in the small, coal-mining town of Nemacolin, Pennsylvania, Trumka’s commitment to improving life for working people began early. He worked in the mines while attending Penn State and Villanova University law school. Throughout his leadership positions in the labor movement, Trumka has retained a strong commitment to creating an economy based on broadly shared prosperity, and holding elected officials and employers accountable to working families.

“I am humbled and honored for the opportunity to serve the working families of the AFL-CIO,” Trumka said. “We are committed to delivering on what we’ve started – a focused, independent and modern federation that works for work-



From left to right: Secretary-Treasurer Liz Shuler, President Richard Trumka and Executive Vice President Tefere Gebre pose for a picture at the 2017 AFL-CIO convention in St. Louis.

ing people and fights successfully for our shared priorities. We’ve come a long way, but we still have work to do.”

Shuler begins her third term as secretary-treasurer, the second-highest position in the labor movement. Initially elected in 2009, she became the first woman elected as the federation’s secretary-treasurer.

Shuler, a graduate of the University of Oregon, worked her way through the ranks of the International Brotherhood of Electrical Workers (IBEW) beginning

at IBEW Local 125 at Portland General Electric in Portland, Oregon, where she grew up. As secretary-treasurer, Shuler has led the federation’s efforts to engage with young workers, promote women’s leadership, guide the future of work and ensure the federation is on solid fiscal ground.

“Serving as secretary-treasurer of the AFL-CIO has been the greatest honor of my life and I’m confident that together, we will adapt to the challenges ahead

and secure the future of our movement,” Shuler said. “As we look ahead, we realize the future of our movement isn’t far off, and it won’t be easy. But nothing worth doing ever is.”

Gebre begins his second term as executive vice president. In 2013, Gebre became the first immigrant, political refugee, black man and local labor council leader elected as a national officer of the AFL-CIO.

Born in Gondar, Ethiopia, Gebre fled state-sanctioned violence and emigrated to Los Angeles as a teenager. A graduate of Cal Poly Pomona, Gebre has devoted his entire life to the values of democracy, justice and helping workers organize to achieve a voice at the workplace. Before coming to the AFL-CIO, Gebre led the Orange County Labor Federation. As executive vice president, Gebre has focused on building strong labor-community partnerships at the local level through the movement’s central labor councils and state federations.

“These are tough times for our country, our movement, and our communities,” Gebre said. “But in the face of these challenges, I have hope of a brighter day, a stronger tomorrow and an America with liberty and justice for all. As executive vice president I pledge to do my part, lead with my heart and never stop fighting.”

Visit the AFL-CIO website ([aflcio.org](http://aflcio.org)) for detailed coverage of the convention, which ended Oct. 25.

# Unions Help Puerto Rico Through Operation Agua

*Editors Note: The following article was issued by the American Federation of Teachers (AFT) on November 17. Since then, donations to Operation Agua - which is supported in part by the SIU, SEATU’s parent union - have surpassed \$1.2 million, and filtration devices continue to arrive in Puerto Rico on a regular basis.*

Operation Agua, a crowdsourced campaign to provide safe drinking water to the people of Puerto Rico, has received \$1 million in donations, with containers full of thousands of water filters reaching

Puerto Rico every week and being distributed to schools and families across the island. The effort was launched last month by the American Federation of Teachers; the Asociacion de Maestros de Puerto Rico; Operation Blessing; the Hispanic Federation; the American Federation of State, County and Municipal Employees; TOTE Maritime; and the Seafarers International Union.

Operation Agua’s initial goal is to purchase and distribute 100,000 individual water filtration systems for households and classrooms, and 50 large-capacity



Life-saving water filters ready to be delivered in Puerto Rico, made possible through Operation Agua.

clean-water devices for a network of nonprofit organizations, union offices, schools and other community-based groups to provide stable and reliable sources of safe water.

A single \$30 contribution provides an in-home Kohler Clarity purifier that requires no electricity and provides more than 10 gallons of safe water per day to

*Continued on Page 2*

This area left blank for mailing information.

## What’s Inside

- President’s Column

Page 2

- Beck Notice

Page 6



## President's Column

### Looking Forward to Union Wins in 2018

Union membership is a great reflection on the old adage that there's strength in numbers. We see it every day across the country, as millions of working people come together through their unions to strengthen their collective voice and bargain for better lives.

As the AFL-CIO noted during its recent convention, "Acting together, working people can win higher wages, better health care and retirement security, improved worker and public safety, paid time off to spend with family, and greater fairness on the job."



Michael Sacco

Be sure to read our front-page coverage of the convention, which mentions my re-election as the longest-serving member of the federation's executive council. We laid out a winning blueprint during our gathering in St. Louis in October, and while the AFL-CIO itself as well as its affiliates (including SEATU) are realistic about the challenges that lie ahead, we're also confident in our capabilities.

While we covered many important topics at the convention, I would argue that none is more important than protecting and improving people's rights to join or form a union. The executive council pointed out in one of our resolutions that these freedoms are denied to too many workers because our laws are weak and some employers exploit them to deny working people the freedom to join together and negotiate. As a result, our economy is weaker, income inequality is at historic levels and working people are not getting the pay raises they need to support their families.

It's simply not up for debate that any society is better off when working people truly have the freedom to bargain collectively with their employers. Everyone wins in that scenario, including management. Study after study has shown that when employees have a voice in the workplace, and when they enjoy the benefits of union representation, there's greater productivity, less turnover, improved safety and (not coincidentally) better pay and benefits, on average.

That's why we've got to rewrite the rules of our economy to guarantee all who work in America the freedom to bargain collectively with their employer, free from fear and intimidation.

The federation is realistic about how big this challenge really is, but we resolved to "undertake a process in 2018 with the objective of fundamentally reforming America's labor laws. In an era of technological change and globalization, our laws must be rewritten to meaningfully guarantee all America's workers the freedom to bargain collectively with their employers."

In the interim, we declared, Congress can and must take some simple, yet significant, steps toward making the freedom to collectively bargain real for all of America's workers. We called upon elected officials, and candidates seeking elective office, to support and fight for changes to the National Labor Relations Act and other state and local laws that would: protect more workers' right to organize; meaningfully penalize employers who violate the law; provide a process for ensuring an agreement with employers when workers first organize; and protect immigrant workers from exploitation and retaliation when they exercise their rights.

No candidate or elected official seeking working people's support deserves that backing if they do not endorse and fight for these fundamental reforms.

As we tackle this challenge and many others, I'm confident in the leadership of AFL-CIO President Rich Trumka, Secretary-Treasurer Liz Shuler and Executive Vice President Tefere Gebre. Their respective re-elections were well-earned, and I know they'll continue leading the way as we all stand up for America's working families.

# Operation Agua Continues

Continued from Page 1

a family. And \$5,000 delivers a disinfectant generator that can disinfect 150,000 gallons per day--enough safe water for thousands of people.

"We launched Operation Agua to bring immediate relief to our fellow citizens in Puerto Rico, who have been without reliable access to safe drinking water for nearly two months. As a result of the generosity of people to Operation Agua,

water filters are currently being delivered to an initial 400 schools, reaching 125,000 students and thousands more are being distributed to families across the island through our partners," said AFT President Randi Weingarten, who visited Puerto Rico to meet with educators and students and participate in distribution efforts.

Weingarten continued, "We've seen a tremendous response from people and organizations across the country who are chipping in what they can to help Puerto Ricans who, two months out from Hurricane Maria, still don't have reliable access to safe drinking water and whose children are going back to schools without power or safe water. Teachers and students have been raising money in their classrooms and schools to send to Puerto Rico. This is who we are as a union that fights and cares for people, but, as we said when we launched this campaign, it is not and cannot be a substitute for federal action, which continues to be woefully inadequate. President Trump and Congress have a duty and a responsibility to the people of Puerto Rico, American citizens, who are not getting the relief and response they need from the federal government to meet even their basic needs of water and electricity."



A family in Puerto Rico receives their water filter, thanks to Operation Agua.

## SEATU Directory

### HEADQUARTERS

5201 Auth Way  
Camp Springs, MD 20746  
(301) 899-0675

### ALGONAC

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

### ANCHORAGE

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

### BALTIMORE

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

### COLUMBUS

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

### GUAYNABO

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

### HONOLULU

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

### HOUSTON

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

### JACKSONVILLE

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

### JOLIET

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

### KANSAS CITY

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

### LAWRENCEBURG

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

### MOBILE

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

### NEW ORLEANS

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

### NEW JERSEY

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



### NORFOLK

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

### OAKLAND

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

### PHILADELPHIA

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

### PINEY POINT

P.O. Box 75  
Piney Point, MD 20674  
(301) 994-0010

### PORT EVERGLADES

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

### ST. LOUIS/ALTON

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

### TACOMA

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

### WILMINGTON

510 N. Broad Ave.  
Wilmington, CA 90744  
(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





# Members at Maryland LIVE Stay Busy Through Holidays



Bartender Quy Pham



Bartender Teseana Puryear



Party Starter Samantha Hower



EVS Nelzy Mazara Torres



Steward Chong Lee

## Happy Halloween from Hollywood Gaming Mahoning Valley



The Cage department's display

The photos on the bottom half of this page were taken by SEATU Representative Tyson Little at the Hollywood Gaming Mahoning Valley Racecourse. Little captured members showing off their creativity during Halloween, displaying both their costumes and holiday displays. These displays were created by members of each department, to be judged during a celebration that also included a caramel apple station in the casino's breakroom.

If you have similar photos from the workplace, or stories you'd like to share, feel free to send them to Nick Merrill, Editor [nmerrill@seafarers.org](mailto:nmerrill@seafarers.org).



Alicia Reed, left, and Quanisha Simpson, both of whom work in Food and Beverage



Main Banker Rachel Grimm, left, and Player Services Cashier Leslie Raymer, pose next to a map of Hollywood Gaming's many locations



Another department's display, ready for the contest judges



# 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 2,000 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent classes.*



Above, in alphabetical order: Karen Allen, Alejandro Bendfeldt, Anthony Busch, Jamar Butler, Ryan Cappel, Erin Dirobbo, Jalen Dumas, Samantha Fisher, William Gell Martinez, Lani Green, Anna Hauter, Jason Lippiette, Cheyanne Ouellette, Christopher Rosado Carmona, Tinesha Travis, Joshua Velez and Yuan Zhang. Instructor Joseph Zienda is at the far right.



Above, in alphabetical order: John Ashton, Britney Buchanan, Jorge Cabrera, Kathleen Clein, Jenifer Cruz Ozuna, Kenneth Dexter, Crystal Ellis, Raina Gagliano, Jessica Gomes, Emmanuel Gonzalez Areizaga, Danielle Gore, Geoffrey Hofmeister, Kelly Lerma, Nicole Polo, Luis Quinones Acvedo, Lidia Redondo, Rafael Roxo, Theodore Shellman, Ravan Simmons, Troy Stoney and Evan Turner. Instructors Gary Joy and Mike Roberts are at the far left and right, respectively.



Above (not all are pictured): Anthony Brown IV, Ayrial Xmienise Burford, Edward Dail Jr., Ferdinand Dacanay Delizo, Efe Erol, Ladre Green, McKenzie Gross, Robert Grubbs, Marguertia Harris, Pyowdgod Khounsouk, Adriana Martinez-Rivera, Tiffany Menendez, Jordan Negron, Cleveland Opry, Vanessa Pedone, Chantanique Reid, Brandon Sisco, Alexander Snaer, Kaitlin Spain, Patrick Stinson, Troy Stoney and Ezra Tarlowe. Instructors Gary Joy and Mark Cates are at the far left and right, respectively.



Above, in alphabetical order: Chatmongkol Boonruang, Robson Boscarioli Jarenciuc, Ana Brana Martinez, Charles Bunting, Stefanie Churchwell, Kristin Collier, Jorge Alberto Delapaz, Folabi Fadamoro, Matthew Falconieri, Anice George, Kane Hoad, Teresa Horton, Mosina Jordan-Hawkins, Kyle McNicoll, Kenneth Riley, Vivian Solvad-Hernandez, Hunter Torbett, Neisha Wallace and Pamela Weedon. Instructor Mike Roberts is standing at the far right.



Above (not all are pictured): Rhiannon Buttrum, Sienna Cano, Matthew Copeland, Jeremy Datri, Dwight Davis, Nancy Demetriades, Benjamin Elvidge, Adriano Pereira Gomes, James Gonzales Gonzales, Franklyn Gonzalez, Jacqueline Graham, Jason Gullede, Dorian Henry, Clayton Hodge II, Mark Lyken, Olivia Moore, Wilson Prijoles, Walter Sanchez, Chelsea Scaggs, Eric Simpson, Vivian Solvad-Hernandez, Trent Vanwagner and Amy Warren.



Above, in alphabetical order: Thomas Allsage, Dominic Blake, Juliana Briggs, Gisela Castro, Michael Evans, Christian Gaviola, Brandon Hampton, Alexander Lilly IV, Andrew Maire, Ashton Nemeth, Lakesha Orange, Jacqueline Rocco, Thomas Russomanno, Keegan Scheel, Rachel Sumner, Sabrina Terrell and Eric Wharton.



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



In the photos above, in alphabetical order: Phillip Baker, Austin Carter, Brian Carter, Roberta Cothem, Edgar Uliz Diaz Henriquez, Alfredo Dizon, Onell Ferreira, Ryan Flake, John Garcia, Terence Gill, Germaine Grant, Shelby Harriman, Gabriela Hernandez Ramirez, Savannah Hollis, Lacey Hulsey, Jasmyn Jaso, Andrew Johnson, April Johnson, Walter Jones, Brittany Kinsel, Paul Knapik, Christopher Magliozzi, Shawn Maloney, Samantha McGowan, Baghdad Nissan, Marissa Overton, Emmanuel Santos, Antonyse Willis, Jacob Toloai, Shyteria Turman, Andrew Walker, Amiracle Watson and Joseph Wilson. Instructor John Thomas is at the far left in both photos.



Above (Not all are pictured): Charles Carter Grimes, Gisela Castro, Noah Clay, Domenic Crisafulli III, Natasha Dasaro, Maria Davila, Kimberly Dewitt, Renata Fox, Jarshawn Garrard, Micah Gassie, Heather Halabi, Roderick Hollies, Megan Kellogg, Barry Miller, Amber Moses, Jasmine Palazzo, Jasmine Robinson, Sarah Robinson, Benita South, Ellance Tillman, Matthew Torres, Jillian Uscamayta and Christopher Wright. Instructors Joseph Zienda and Mark Cates are at the far left and right, respectively.

Above (not all are pictured): Toya Amis, Irene Bettencourt, Maura Bishop, Willis Blount, Marisol Cervantes, Jarshawn Garrard, Andres Jimenez, Christopher Jordan, Samaksh Kapur, Alexander Kauble, Dennis Lopez Diaz, Karia Mathias, Ricardo Munoz Martinez, Laura Paul, Benita South, Tory Thames and Jerome Williams. Instructor Joseph Zienda is at the far right.



Above (not all are pictured): Anthony Bakun, Charisa Bareither, Geovanny Beltre, Krystal Chambers, Erika Christensen, Charlene Dearing, Bene'e Glanton, Lauren Hall, Charne Harris, John Jamison, William Kluska, Ashley Lomio, Adam Meyers, Phillip Owens, Larissa Pittman and Quenna Turner.

Above: Nicholas Carrillo, Jessica Causer, Carlos Cruz Nieves, Jordan Hopper, Tanaejua Jackson, Tyrel Johnson, Kyra Jones, Daniel Kiningham, Ivelina Long, Hector Lopez Hoffmann, Bartt Marconi, Esther Milstead, Anthony Patrick, Briann Perez, Juana Ridgway, Gabriela Rios, Taylor Stiffler, Derek Stinnett, Katharine Vaccaro, Juan Velasco, Keyonna Walker Horton and Jonathan Zeidman. Instructor Joseph Zienda is at the far right.



Above, in alphabetical order: Brian Brown, Jamie Budd, Leon Hackett, Hestie Leggitte, Matthew Oskins, Carolina Severino, Rodney Tatum, Kayla Tomlin, Timothy Winski and Hector Zuniga. Instructors Gary Joy and Joseph Zienda are at the far left and right, respectively.

Above, in alphabetical order: Michael Baumgarten, Dialo Gadson, Mary Harden, Alicia Heckman, Marldon Heron, Mykal Moore, Breanna Pinales, Rachel Pollock, Shontanique Stiff, Dontell Wagner and Lindsay Wojtaszek. Instructors Joseph Zienda and Matthew Rogers are at the far left and right, respectively.



# New Representative, Delegate Help Members in Midwest



SEATU Representative Ashley Smith

For members who frequent the Lawrenceburg SEATU Hall, Ashley Smith is already a familiar face. After years of service as the office's administrative assistant, Smith knew it was time to step up and take on the responsibilities of a representative.

"I was already taking on some of the roles of the job after the last representative left, so I decided to try my hand at the job," she said. "It's been difficult, but I've been learning as I go, and I'm really enjoying helping our members."

Smith came to SEATU with little knowledge of either the hospitality and gaming industry or the labor movement. She was just looking for an office job, as a way to work while going back to school, but since then, she has quickly become adept at dealing with any and all issues a member might need addressed.

She said, "It's not all about winning grievances, though that feels good. It's about working with the properties and their HR departments, and finding the best solution to any issue that might arise."

She now represents the SEATU membership at Hollywood Gaming Dayton Raceway, Hollywood Casino Lawrenceburg, and Miami Valley Gaming (MVG).

Additionally, MVG has a new delegate in the Cage department, Kyle Bauer. After four years of service, Bauer has taken on the responsibility of helping out his fellow SEATU members. He works as the Main Banker at MVG, and looks forward to playing a major role in the upcoming contract negotiations.



MVG Cage Delegate Kyle Bauer

## 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 2016 calendar year, the fee cost associated with this representation amounts to 98.30 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 2018 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2017 and November 30, 2018 will have this calculation applied to their 2018 dues payment which may still be owed to the Union. As noted below, however, to continue to receive the agency fee reduction effective January, 2019, your objection must be received by December 1, 2018.

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 2016.

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



★

# Celebrate the New Year with Union Member Only Benefits from Union Plus

Visit  
[unionplus.org](http://unionplus.org)

★



SPREAD THE  
★  
**WORD**



**CREDIT CARDS**  
Designed to Meet the  
Needs of Union Members



**WIRELESS DISCOUNTS**  
Exclusive Savings,  
Just for Union Members



**MORTGAGE PROGRAM**  
Helping You Achieve Your  
Homeownership Goals



**CAR RENTAL**  
Get up to a 25% Discount  
on Car Rental Rates

We are committed to improving  
the quality of life of working  
families through our  
unique products and services.



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.

# SEATU 2018 Meeting Dates

The meeting dates and times for 2018 SEATU quarterly membership meetings are as follows:

Quarter 1

**Algonac** - Fri., Jan. 12 at 1 p.m.  
**Columbus** - Wed., Jan. 17 at 1 p.m.  
**Joliet** - Thu., Jan. 18 at 1 p.m.  
**Honolulu** - Fri., Jan. 19 at 10:30 a.m.  
**Lawrenceburg/Miami Valley** - Wed., Jan. 24 at 1 p.m.  
**Maryland\*** - Thu., Jan. 11 at 1 p.m.  
**New Orleans** - Tue., Jan. 16 at 1 p.m.  
**Riverside** - Wed., Feb. 7 at 1 p.m.  
**St. Louis/Alton** - Fri., Jan. 19 at 1 p.m.

Quarter 2

**Algonac** - Fri., April 6 at 1 p.m.  
**Columbus** - Wed., April 11 at 1 p.m.  
**Joliet** - Thu., April 12 at 1 p.m.  
**Honolulu** - Fri., April 13 at 10:30 a.m.  
**Lawrenceburg/Miami Valley** - Wed., April 18 at 1 p.m.  
**Maryland\*** - Thu., April 5 at 1 p.m.

**New Orleans** - Tue., April 10 at 1 p.m.  
**Riverside** - Wed., May 9 at 1 p.m.  
**St. Louis/Alton** - Fri., April 13 at 1 p.m.

Quarter 3

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

Quarter 4

**Algonac** - Fri., Oct. 12 at 1 p.m.  
**Columbus** - Wed., Oct. 17 at 1 p.m.  
**Joliet** - Thu., Oct. 18 at 1 p.m.  
**Honolulu** - Fri., Oct. 19 at 10:30 a.m.

**Lawrenceburg/Miami Valley** - Wed., Oct. 25 at 1 p.m.  
**Maryland\*** - Thu., Oct. 11 at 1 p.m.  
**New Orleans** - Tue., Oct. 16 at 1 p.m.  
**Riverside** - Wed., Nov. 7 at 1 p.m.  
**St. Louis/Alton** - Fri., Oct. 19 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:  
**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:** **Mutuals, 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, 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:** 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  
**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**  
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, Dasia Flenoury  
**EVS:** Seeking volunteers  
**Cage/Countroom:** Mario Rossi  
**VLT:** Tom Moore, Justin Teague  
**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:** Seeking volunteers  
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