

STEEL VOICE



UNITED STEELWORKERS LOCAL 1999

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Unfair Trade, Uncertainty Killing American Aluminum and Steel

Leo Gerard

Kameen Thompson started his workday Sept. 15 thinking that his employer, ArcelorMittal in Conshohocken, Pa., the largest supplier of armored plate to the U.S. military, might hire some workers to reduce a recent spate of overtime.

Just hours later, though, he discovered the absolute opposite was true.

ArcelorMittal announced that, within a year, it would idle the mill that stretches half a mile along the Schuylkill River. Company officials broke the bad news to Kameen, president of the United Steelworkers (USW) local union at Conshohocken, and Ron Davis, the grievance chair, at a meeting where the two union officers had hoped to hear about hiring.

ArcelorMittal wouldn't say when it would begin the layoffs or how many workers would lose their jobs or which mill departments would go dark. The worst part for everyone now is the uncertainty, Kameen told me last week.



Kameen Thompson, President of USW Local 9462 at ArcelorMittal's Conshohocken mill.

"If ArcelorMittal said they would shut down on a date certain, everybody could move on to something else or prepare. Right now, we are in limbo. We have a lot of guys with a lot of time, but they're still not old enough to retire. The only thing we can do is ride it out. But the uncertainty is very, very hard on them. It's difficult not knowing who and what departments are affected and how long we are going to run," Kameen said.

Uncertainty from Washington, D.C., is a major contributor to the idling of the plant. ArcelorMittal and every other aluminum and steel producer in America are in limbo as they wait for a decision on import restrictions that could preserve

U.S. capacity to produce defense materials – like the light armored plate that's Conshohocken's specialty – and to build and repair crucial infrastructure, like roads, bridges and utilities.

Initially, the Trump administration promised a determination in June. But June came and went. As the months dragged on, imports surged. That threatens the viability of mills like Conshohocken. Then, just last week, administration officials said they would do nothing until after Congress passes tax legislation. That compounded uncertainty.

**KEEP IT
MADE IN
AMERICA**

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My View

Kelly Ray Hugunin,
Local Union Representative



Brothers and Sisters:

So far, it has been a devastating hurricane season, Steelworkers live in many of the places that have seen the worst, from Texas and Florida to Puerto Rico and elsewhere. Local 1999 has stepped up to help. At last month's Union meeting the membership approved making a donation of \$1,000 to the USW Disaster Relief Fund. At the same meeting another \$135 was donated by members who were present. The Women of Steel Committee at Carrier organized a plant gate collection. They collected an additional \$631 for the hurricane relief. I want to thank all those who made donations. Every dollar will help our Brothers and Sisters return their lives to normal following these disasters.

I want to share some information on the anti-union Employee Rights Act (ERA) (H.R. 2723). This bill as introduced has but one purpose; to weaken Unions.

The ERA would prohibit employers from voluntarily recognizing a union based on a majority showing of

employee support on authorization cards.

It would change the way votes are counted in union elections, counting non-voters as "no" votes.

The ERA would require recertification elections every time there is turnover or change affecting more than 50 percent of the bargaining unit. The decertification votes only require a majority of votes cast, unlike the provisions for certification of new unions, which requires a majority of voters, not a majority of votes.

The ERA would require the Board to wait at least two weeks before holding a pre-election hearing, and would require the Board to decide every issue before scheduling an election. This means an employer could challenge one worker's eligibility to vote and hold up the election for all other workers for weeks or months.

The ERA would deprive workers and unions important information for contacting workers during an organizing campaign.

It would require unions to allow SCABS to vote on collective bargaining agreements bargained by the union and to vote on strikes called by the union.

The ERA's proposed amendments to the Labor-Management Reporting and Disclosure Act (LMRDA) would interfere with the rights of Union members to run their own Unions by allowing SCABS a voice in an organization to which they've chosen not to belong.

We will be tracking this bill and keeping you informed if action is needed. ☐

Civil Rights

Hello Brothers & Sisters of Local 1999,

My best wishes to each and every member of our local. We are in some very challenging times and I would caution us not to get caught up in all the nonsense and continue to remain United. Our diversity & our differences make us stronger as one force, we as working people.

We want the same things. Good paying jobs with good benefits. Taking care of our families. Safety in our workplaces. We cannot let anyone divide us. We as a group must stay together. As a union to fight for our very existence, because whether you know it or not, we are under attack and in this fight, we need all hands-on deck!

In Solidarity Forever
Derrick Morris
Civil Right Chairman



➤CLOSING From Page 1

The Conshohocken mill may not survive the delay. Kameen, Ron and the 203 other workers there could lose their jobs because Congress dawdles or fails to act on taxes. America could lose its domestic capacity to quickly produce large quantities of high-quality light-gauge plate for armor.

After work at other, non-union jobs, Kameen began at Conshohocken at the age of 25. He finally had a position that provided good wages and benefits. "That gave me an opportunity to plan for a future and build a family," he explained.

Ron, the mill's training coordinator, is 45 and has worked at the plant for 22 years. "This was my first true job that I could sustain a family with," Ron told me.

He has five children ranging in age from five to 26. He needs a good job with good benefits. He knows jobs like the one he has at the mill are rare, but he's not giving in to gloominess. "I am just trying to stay positive," he said. "That is all I can do right now."

Both Ron and Kameen are frustrated by the Trump administration's failure to penalize the foreign producers whose illegal trade practices have killed steel and aluminum jobs, closed mills across the country and threatened America's domestic capability to produce metals essential to construction of critical infrastructure and vital to the defense department to safeguard the country.

Since the Trump administration launched the national security probes into steel and aluminum imports under Section 232 of the Trade Expansion Act in April, imports have risen significantly. Steel imports are up 21 percent over last year. Countries like China, fearing impending penalties for predatory and illegal trade practices, dumped more than ever.

The administration has nine months to complete the Section 232 investigation. It could be January before the results are announced. Then the president has another three months to decide what to do. Instead of the two months the administration initially promised, the whole process could take a year.

A year could be too long for mills like Conshohocken.

"It doesn't take that long to investigate this," Kameen said. "We are losing jobs. They are dropping like flies. The administration needs to act now to prevent these unfair imports from killing more American jobs."

Because of unfair and illegal imports since 2000, particularly from China, U.S. steel mills idled sections or closed, cutting the nation's capacity to produce by 17 million tons a year and throwing 48,000 steelworkers out of jobs.

Now, there is only one surviving U.S. mill capable of producing grain-oriented electrical steel (GOES) required for electrical transmission.

The same decline occurred in aluminum, only it happened even faster. The number of U.S. smelters dropped from 14 in 2011 to five last year. That is the loss of thousands more good, family-supporting jobs. It happened because China expanded its overcapacity to produce cheap, state-subsidized aluminum, depressing the global price by 46 percent in just eight years.

Now, there is only one surviving U.S. smelter capable of producing the high-purity aluminum essential to fighter jets like the F-35 and other military vehicles.

While ArcelorMittal may contend that it can manufacture military-grade steel plate at its other U.S. mills, the loss of Conshohocken would mean a dangerous decline in U.S. capacity.

Capacity is crucial in emergencies.

An example occurred in 2007 when U.S. military deaths were rising in Iraq and Afghanistan. In response, former Secretary of Defense Robert Gates ordered a 15-fold increase in production of mine-resistant, ambush-protected (MRAP) vehicles. That meant the number produced each month had to rise from 82 to more than 1,100. The Conshohocken plant produced much of the steel needed to achieve the goal.

Without that mill, the nation's ability to gear up in such an emergency is compromised. Two weeks ago, 10 retired generals wrote President Trump warning: "America's increasing reliance on imported steel and aluminum from potentially hostile or uncooperative foreign governments, or via uncertain supply routes, jeopardizes our national security."

They also said of the Section 232 investigation, "Prompt action is necessary before it is too late."

When Kameen started at the mill 11 years ago, he felt good about the work. Conshohocken was making a lot of armor for soldiers in Iraq and Afghanistan, and that gave him the sense that he was doing something for his country.

Now, he's concerned for his local union members, whose average age is 50.

As their president, Kameen, who is only 37, feels responsible to help each of them through the uncertainty and the difficulties ahead. "My members are looking at me for answers and leadership," he told me. "So if I don't stay strong and lead, then I'm the wrong man for the job."

Every steelworker and aluminum worker in America is looking to President Trump for that kind of leadership. Their uncertainty could be relieved if the administration would announce the results of the Section 232 investigation now and act immediately to ensure the United States has the domestic ability to produce essential metals. □

President's Perspective

Robert James, President

On October 14, 2016, the Rexnord corporation announced the closing of its Indianapolis facility. The Company made the decision to move these jobs to Monterrey Mexico. This is a company that was making record profit. \$67.5 million in profit on \$1.9 billion in sales in 2016. And still chose to close this plant down and put 300 workers out of a job. That's what I call Corporate Greed. These were good paying jobs. This is a company without any morals or shame about how they treat the American worker. They forgot how they made those record profits. They made them on the backs of the American workers and now they are moving to Mexico to exploit the Mexican workers taking advantage of cheap labor. It's all about greed. They want to sell their product in America. American's aren't good enough to make it, but it's



ok if they buy it.

On September 26, 2017, Rexnord terminated the employment of 65 more employees, which now leaves them with just 10 employees who are still left in the dark about when their employment will end.

You know we have seen two other

companies affected by corporate greed, Carrier and UTEC in Huntington. Huntington will close its doors the first of the year and Carrier will terminate 261 on December 22, 2017, three days before Christmas. Who does that? Corporate greed does that!

You know we heard the promises from the President. Now we need him to deliver on the promises that he made. All American workers are asking for is a level playing field. We are the best workers in the world and we can compete against anyone, but we can't compete against \$3 an hour. It's time to let the politicians in Washington know that they don't just represent Corporations, there job is to represent the people.

Keep it made America!



61 Percent of Americans Give Thumbs-up to Unions

Mark Gruenberg

Every year, around Labor Day, the Gallup Poll runs a survey analyzing the popularity of organized labor, or – in some cases – the lack of it.

This year's headline showed 61 percent of respondents have a favorable impression of unions, and a record plurality (39 percent) believe unions should have more influence in society, compared to 28 percent who think unions should have less.

Last year, the pro-union margin on that question – 36 percent-34 percent – was within Gallup's 4 percent margin

of error.

Further positive news came in partisan breakdowns: Democrats (81 percent) and independents (62 percent) felt unions should have more influence, compared to 41 percent of GOP respondents. That may not sound positive, but the pro-union number among Republicans interviewed rose by 10 percentage points in a year. It had been as low as 26 percent in 2009.

Now the bad news: Respondents want to see unions have more influence, but

they believe that instead, they'll have less in the future. Forty-six percent, a number virtually unchanged for the last few years, think unions "will become weaker" in coming years. Twenty-two percent believe unions will strengthen, and 27 percent say they'll stay the same.

Union approval rates have fluctuated, but still remain below the 75 percent high achieved in the postwar years.

| Gallup

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➤ POLL From Page 4

Gallup didn't ask what unions can do to increase their clout – and by extension the influence of all workers. But Gallup's separate historical records offer some clues.

One is by a 52 percent-41 percent margin in the 2016 poll, respondents felt unions helped the U.S. economy overall last year. That may not sound good, except it's a 13-point positive increase over the 2009 figures. The survey in between, in 2011, was 45 help-49 hurt.

But another Gallup survey shows unions have a massive education job to do, especially against right-wing rhetoric. The last time Gallup asked about so-called "right to work" laws – which are really right-to-work-for-less laws – in 2014, 55 percent of respondents had heard of them, but 45 percent didn't know what they were.

And asked that year if workers

represented by a union shop should be required to pay dues, two thirds said "no." By the way, that was the exact phrasing of the question, with no mention of the union's role in winning better wages, benefits, and protections on the job.

On the other hand, remember that 52 percent of respondents say unions have about enough power or not enough, while 43 percent say unions have too much? Unions' opponents are another matter: Lobbyists are at 71 percent too much, while banks and corporations are tied at 67 percent. (The federal government is at 58 percent; We'd love to see the partisan breakdown on that one.)

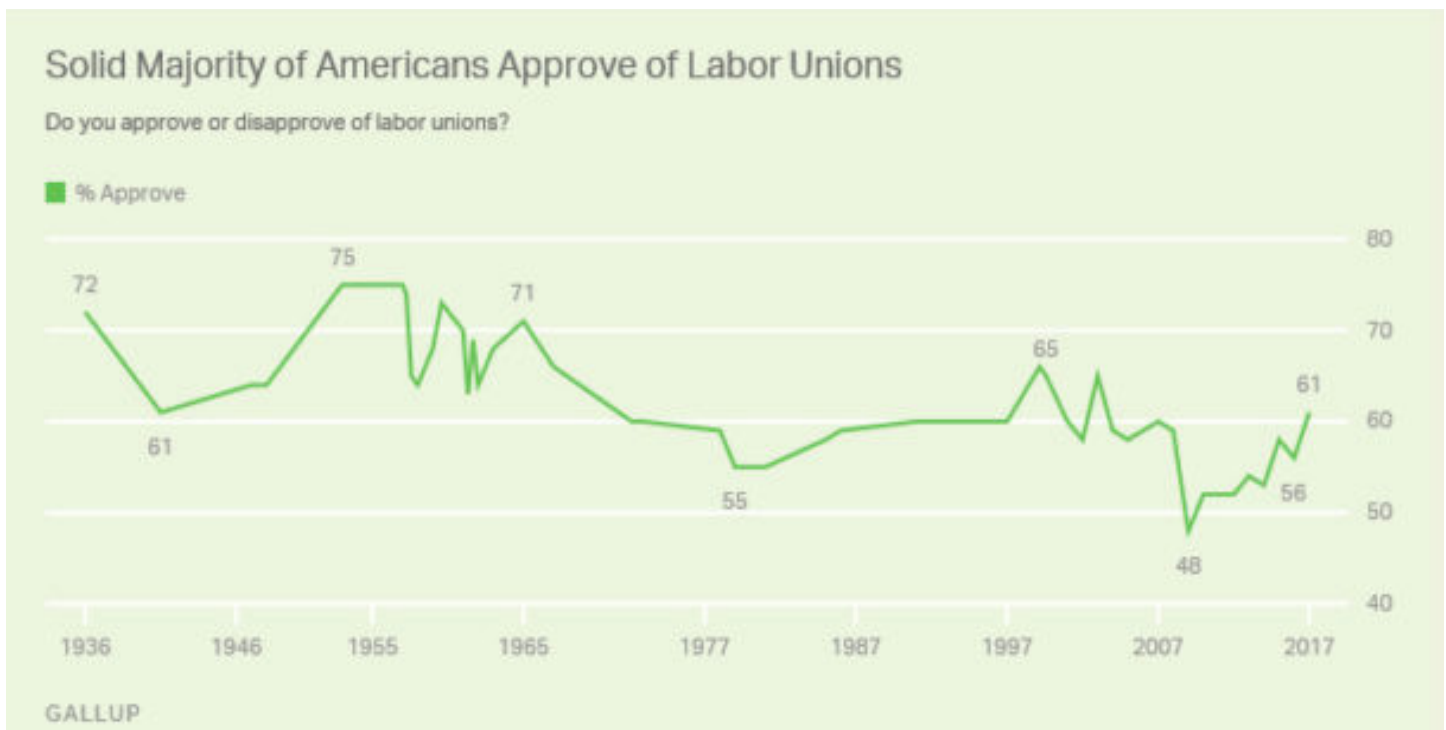
That gives workers a fertile field to hoe: Campaign as a counterweight to the corporate crooks, financial fraudsters, and Washington influence-peddlers.

"The resurgence of labor union popularity is good news,"

Steelworkers President Leo Gerard said on the union's website. He drolly added Gallup shows "unions are much more popular than Congress. This may be because unions get things done."

Unions, he said, "increase wages for all workers – union and non-union alike. They work to create safer workplaces. They've campaigned against efforts to suppress voting. It is gratifying to see the popularity of unions has risen 13 points since 2009, particularly when wealthy, right-wing groups like ALEC and the State Policy Network are working every day to crush unions.

"The USW, the AFL-CIO and all of its member unions will continue working to end income inequality and improve the lives of all workers by ensuring they" – WE – "receive a fair share of the bounty created by their" – OUR – "labor." □



Union approval rates have fluctuated, but still remain below the 75 percent high achieved in the postwar years.

Labor Leaders Re-elected to Serve as Indiana State AFL-CIO Officers

INDIANAPOLIS- President Brett Voorhies (United Steelworkers Local 1999) and Secretary-Treasurer Shawn Christ (IBEW Local 481) were re-elected to serve as top officers of the Indiana State AFL-CIO at the 30th Biennial Constitutional Convention that took place October 2-4 at the Sheraton City Centre Hotel.

Voorhies was elected to his first term in 2013, after serving for 2 years as the President of the Central Indiana Labor Council (now Central Indiana AFL-CIO chapter of the Hoosier Heartland Area Labor Federation), following in his father's footsteps.

"I am proud to serve this organization representing more than 300,000 hardworking union members and their families and to continue building a legacy for Indiana's labor movement," Voorhies said.



Indiana AFL-CIO, President Brett Voorhies (right) with Secretary-Treasurer Shawn Christ (left).

Shawn Christ was appointed Secretary-Treasurer of the organization in 2016 when Joe Breedlove (IBEW Local 481) retired after more than 15 years. Christ is a former IBEW Local 481 Business

Representative and also serves as the Hoosier Heartland Area Labor Federation President, a regional charter of the state AFL-CIO.

"I look forward to continuing to work with President Voorhies on highlighting important issues impacting working Hoosiers," Christ said. "We've already been doing great things to shape the future of this movement, I'm excited to see that continue."

Since Voorhies took office in 2013, union membership in Indiana has grown despite the passage of the anti-union Right-to-Work law and the approval rating for unions nationwide is at an all-time.

"Our goal going forward is to unite all labor in the state of Indiana, union and non-union, to come together to demand change for working Hoosiers," Voorhies said. □



USW Local 1999, Vice President & Business Representative Kelly Ray Hugunin (left) with Trustee & Civil Rights Chair Derrick Morris attending the 30th Indiana AFL-CIO Constitutional Convention.

Two Teamsters Among Dead in Vegas Shooting

Mark Gruenberg

LAS VEGAS—Two Teamsters members from California, Dana Gardner of Local 1932 in San Bernardino, and Rachael Parker of Local 911, a police records clerk from Manhattan Beach, were among 59 people killed in the shooting massacre in Las Vegas the night of October 1-2, the Southern California Teamster reported. A kindergarten teacher from southern California, Jenny Parks, a member of a National Education Association local there, also was shot to death.

Gunman Stephen Paddock fired at a crowd of thousands of country music concert-goers from a 32nd-floor suite high above them at the Mandalay Bay Hotel and Casino and a quarter mile away with an arsenal of weapons. He killed 58, wounded 570, and then killed himself before Las Vegas police could get to his suite.

Paddock started with six shots, paused, then opened up with two

long bursts of gunfire, eyewitnesses told Las Vegas media.

In the immediate aftermath of the tragedy, Nevada's biggest union, Culinary Workers Local 226, which represents workers at most of the hotels and casinos on the Las Vegas strip, joined an October 2 nighttime memorial service for the dead at the city's Catholic cathedral. It also appealed for blood donations from its members and offered them free—and union-paid—mental health services, too.

And one big concern was to see if everyone was safe, including its 4,000 members who work at the Mandalay Bay.

Paddock's attack was the largest mass shooting in U.S. history. GOP President Donald Trump ordered U.S. flags at federal buildings lowered to half-staff as bells tolled. He also

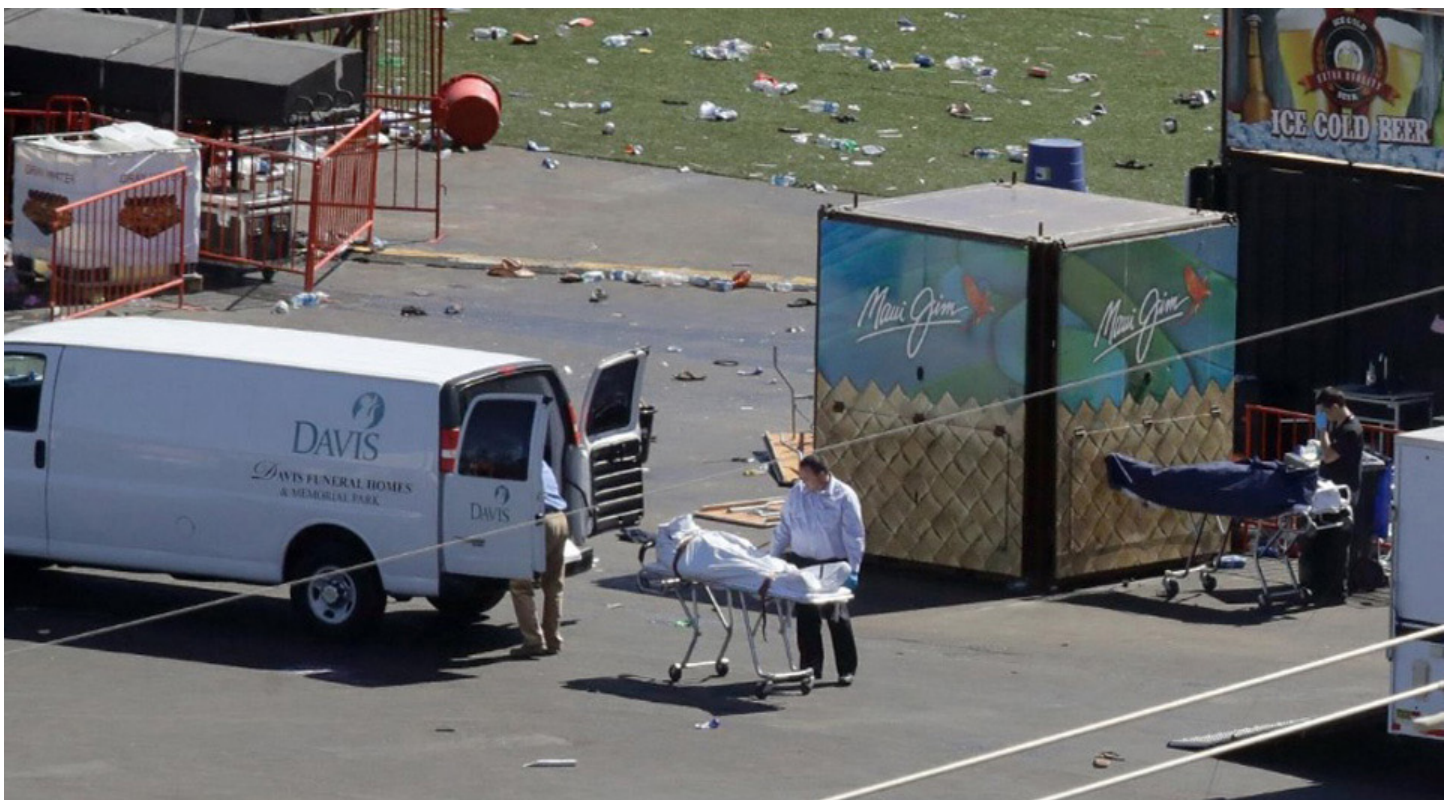
visited Las Vegas to talk with first responders and survivors.

Carlos Rubio, business agent for Local 911, said in a telephone interview Parker "just completed her 10-year anniversary" with the Manhattan Beach Police Department and with the union. "She was young, personable and full of life, who liked having a good time with her friends," he said. And she was active with the local, as "Rachael and her team always showed up" whenever the union called a meeting to discuss its contract with the police department.

"We can't believe this hit so close to home," he added.

The San Bernardino Sun reported Gardner took her daughter, Kayla, to the concert. Kayla was uninjured. Gardner, a 26-year veteran of county

⇒ See VEGAS Page 19

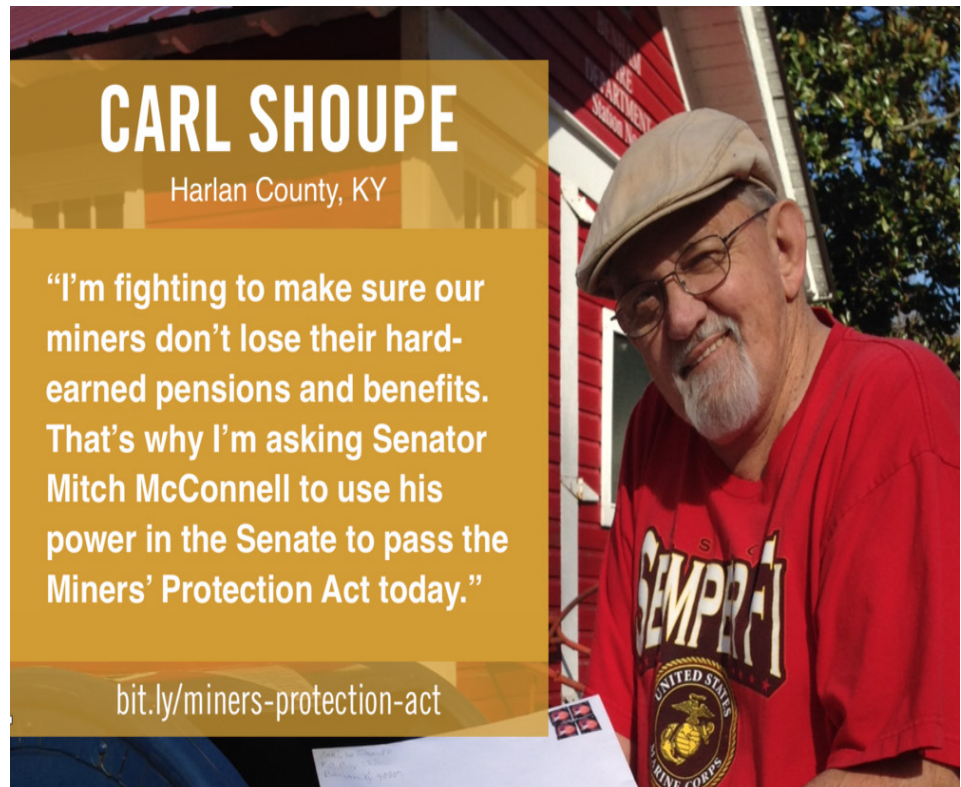


Miners Working with Congress to Solve Pension Crisis

Kenneth Quinnell

Strong bipartisan legislation has been introduced in recent congressional sessions to solve the pension crisis currently facing America's mine workers. The Miners Protection Act is a response to a growing insolvency problem with the Mine Workers (UMWA) 1974 Pension Plan. The legislation would protect the pensions of 87,000 current beneficiaries and 20,000 more who have vested for their pensions but have not yet begun drawing them. We've waited too long to see this problem addressed, and Congress should act now.

The pension fund for America's mine workers began as a promise from President Harry Truman in 1946 that America would protect the health and welfare of coal miners, who were vital to the country's safety and growth. In 1974, changes were made to the plan to strengthen these protections. But in recent years, a combination of extremely depressed coal markets, coal company bankruptcies and other factors have caused a significant dropoff in the employer contributions to the fund. In the past two years, contributions to the plan have fallen



by more than \$100 million, setting up significant problems in the near future, with the fund currently projected to go bankrupt in 2022 or 2023.

Specifically, the legislation would:

1. Include a provision from the original Miners Protection Act allowing transfers of excess funds in

the Abandoned Mine Land program to the 1974 UMWA Pension Plan.

2. Direct the Treasury Department to loan the 1974 UMWA Plan funds annually to prevent insolvency.

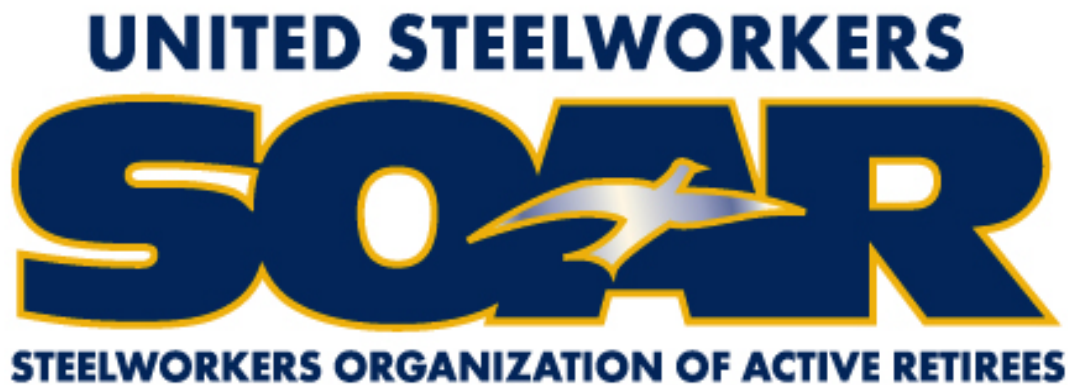
3. Cap the annual loan amount at \$600 million and set the interest rate at 1%.

4. Require the fund to pay interest only for the first 10 years and then pay back the principal plus interest over a 30-year term.

5. Require the fund to certify each year that the pension plan is solvent and able to pay back the remaining principal and interest.

6. Actuarial analyses indicate that the UMWA 1974 Plan would need to take loans for as little as four years. □





STEELWORKERS ORGANIZATION OF ACTIVE RETIREES

District 7 Chapter 30-10 SOAR & Golden Age Club

We invite all Retirees to join us. SOAR is open to any and all Retirees. We start off with a pitch in lunch then we discuss issues that are affecting retirees. Join us for some good food and good conversation.

**Meets at 11:45am on the 3rd Monday
of every month at
United Steelworkers Local 1999
218 South Addison Street
Indianapolis, IN 46222**

Workers Collect 300,000 Plus Missouri Signatures to Stop Right to Work for Less

Tim Rowden

ST. LOUIS (PAI) — Workers and their allies capped a successful petition drive by collecting more than 300,000 notarized signatures of voters to put repeal of Missouri's controversial so-called "right to work" law on the referendum ballot in November 2018.

The petitions, turned in to Secretary of State Jay Ashcroft weeks ahead of the mandatory late August deadline, also automatically stopped implementation of the anti-worker, anti-union law, which the GOP-dominated state legislature approved this year — despite worker, business and union lobbying — and right-wing GOP Gov. Eric Greitens eagerly signed.

Missouri AFL-CIO President Mike Louis and other union leaders announced the results of the signature gathering campaign in a rally on August 8 at IBEW Local 1 hall in St. Louis.

The Missouri law is part of a national campaign by anti-worker, anti-union corporate interests, allied with the radical right, to destroy workers and crush unions, by taking away money unions need to defend workers and their families.

Missouri's "right-to-work" law, which lawmakers passed and Greitens signed in February, was set to take effect Aug. 28, allowing freeloaders to enjoy all the benefits of union representation without paying one red cent to support running the union. The law has one goal: to cripple and destroy unions. The apparent success of the petition drive stops that — for now.

But Ashcroft said the law can't be enforced if working Missourians with the We Are Missouri coalition turned in at least 100,000 certified signatures. Louis told supporters at

the rally the signatures were to be submitted on August 18 following a rally in the Capitol Rotunda in Jefferson City. And they were triple the number the coalition needed.

"What you've accomplished will go down in the history books!" Louis told the enthusiastic crowd, emphasizing that union volunteers had collected enough signatures in each of the state's eight congressional districts — even though only signatures from six were needed — to put the measure on the ballot, and that signatures are still being collected.

"It really is humbling to know what you've accomplished will go down in the history books as being the first time that every single congressional district has qualified to be part of putting something on the ballot," Louis said. "Eight of eight! There's nothing like it!"

⇒ See RTW Page 15



Hundreds of union members and volunteers crowded into IBEW Local 1 Hall in St. Louis to hear the news that volunteers had collected more than 300,000 signatures on petitions to repeal Missouri's phony "right-to-work" law by placing it on the Nov. 2018 ballot for voters to decide.

How Do Unions Help Working Families Today?

Pam Presley

When I started this job at United Way I was really surprised by the number of co-workers that have no idea about Unions or what they do. It has really brought to my attention the importance of sharing with family, friends, neighbors, and our communities what it is that we do and what we stand for.

How do unions help working families today?

Through unions, workers win better wages, benefits and a voice on the job—and good union jobs mean stronger communities. Union workers earn 30 percent more than nonunion workers and are more likely to receive

health care and pension benefits than those without a union. In 2007, median weekly earnings for full-time union wage and salary workers were \$863, compared with \$663 for their nonunion counterparts. Unions lead the fight today for better lives for working people, such as through expanded family and medical leave, improved safety and health protections and fair-trade agreements that lift the standard of living for workers all over the world

Why is it important to have labor unions?

Unions are important because they help set the standards for education,

skill levels, wages, working conditions, and quality of life for workers. Union-negotiated wages and benefits are generally superior to what non-union workers receive. Most union contracts provide far more protections than state and federal laws.

Listed Here are a few of the things Unions have done for ALL Americans

Unions Gave Us “The Weekend”: In 1870, the average workweek for most Americans was 61 hours, almost double what most Americans work now. Yet in the late

⇒ See HELP Page 13



UNIT REPORTS

UNIT 00 REXNORD

Hello Steelworkers:

Looks like Rexnord will be closing by the end of November. We are moving the remaining product out and the maintenance department are unhooking machines and moving them out, LOOKS LIKE A GHOST TOWN IN HERE

With that being said it looks like this will be the last newsletter that I will write for all the steelworkers that are here and for the ones that have been let go. I do want to thank TODD ADAMS AND CORPORATE GREED for destroying the lives of over 300 people and their FAMILIES.

I will say, I am proud to be a steelworker and it has been a pleasure meeting so many good steelworker members in INDIANA. I also want to THANK all of the people past and present that have given their time to help me be successful in my position as unit president.

One last thing I would like to say, you are never too young or old to get involved, STAY STRONG, STAY UNITED.

GOOD LUCK TO ALL IT HAS BEEN A PLEASURE.

In Solidarity,
Don Zering
Unit President

UNIT 09 QUEMETCO

Union Brothers and Sisters,

Work is steady at the Q. Everyone is getting their 40 or more. We recently finished a furnace rebuild.

We had a third step meeting last Thursday. We are trying to get a Brother his job back

The war on the American worker continues, Union and non-union.

I pay my dues for several reasons. One reason is that in a Union we are a group. We strive to steadily improve our situation. Wages, benefits, etc.

We steadily lose members one at a time. A person feels they got a bad deal or a Grievance Committeeman didn't fight hard enough. We are over 200 members. That is a lot of opinions. We will never agree on everything.

So, what is the value of staying in the Union? The law says non-members will be represented the same as members.

In the last negotiations the Company wanted to make all 3 of our personal days scheduled. That would have meant a week's notice, subject to your manager's approval.

A day's pay, loss of safety bonus and lead bonus is \$1,000 minimum. That is a big hit because it snowed last

night.

We were trying to get more personal days. Neither side would budge, so things remained the same.

If we were non-union, they would all be scheduled. No bargaining, just deal with it.

We need to keep our Union strong. That includes paying dues. All organizations need money to operate. Taking a grievance to arbitration can run \$5,000. Training people costs money.

I would like the people who have gotten out of the Union to consider what the Q would be like if we had no Union. The white hats would have free reign. That's a serious problem because people don't always play nice.

I understand the non-members don't read our newsletter. But word will get around and a couple will read it because they were mentioned. Feel free to talk to me or anyone else on the Grievance Committee about any questions or concerns you have.

In Solidarity,
Paul Hedden
Grievance Committee

➡HELP From Page 11

nineteenth century and the twentieth century, labor unions engaged in massive strikes in order to demand shorter work weeks so that Americans could be home with their loved ones instead of constantly working with no leisure time. By 1937, these labor actions created enough political momentum to pass the Fair Labor Standards Act, which helped create a federal framework for a shorter workweek that included room for leisure time.

Unions Gave Us Fair Wages And Relative Income Equality:

The relative decline of unions over the past 35 years has mirrored a decline in the middle class's share of national income. It is also true that at the time when most Americans belonged to a union a period of time between the 1940's and 1950's income inequality in the U.S. was at its lowest point in the history of the country

Unions Helped End Child Labor:

"Union organizing and child labor reform were often intertwined" in U.S. history, with organization's like the "National Consumers' League" and the National Child Labor Committee" working together in the early 20th century to ban child labor. The very first American Federation of Labor (AFL) national convention passed "a resolution calling on states to ban children under 14 from all gainful employment" in 1881, and soon after states across the country adopted similar recommendations, leading up to the 1938 Fair Labor Standards Act which regulated child labor on the federal level for the first time.

Unions Won Widespread Employer-Based Health

Coverage: "The rise of unions in the 1930's and 1940's led to the first great expansion of health care" for all Americans, as labor unions banded workers together to negotiate for health coverage plans from employers. In 1942, "the US set up a National War Labor Board. It had the power to set a cap on all

wage increases. But it let employers circumvent the cap by offering "fringe benefits"—notably, health insurance." By 1950, "half of all companies with fewer than 250 workers and two-thirds of all companies with more than 250 workers offered health insurance of one kind or another."

Unions Spearheaded The Fight For The Family And Medical

Leave Act: Labor unions like the AFL-CIO federation led the fight for this 1993 law, which "requires state agencies and private employers with more than 50 employees to provide up to 12 weeks of job-protected unpaid leave annually for workers to care for a newborn, newly adopted child, seriously ill family member or for the worker's own illness."

So say a good word about your Union! Today and Always! ☐

Pam Presley is the Labor Liaison for the United Way of Central Indiana.

Trumka Slams Trump's Proposed Tax Cuts for Corporations and the Rich

Mark Gruenberg

AFL-CIO President Richard Trumka hit hard at GOP President Donald Trump's tax plan. He predicted it would eventually lead to Republican agitation for more cuts to Medicare, Medicaid and Social Security.

Trump unveiled the plan, after weeks of work by his business-dominated economic team. It calls for a cut in the corporate tax rate from its current 35 percent to 20 percent and eliminates the estate tax, a favorite GOP cause.

Trump would also reduce the nation's current seven individual tax brackets to three while reducing the top bracket's rate. And he would dump most tax deductions, notably the one for state and local taxes, which helps taxpayers in pro-Democratic states – such as Illinois, California, Minnesota and New York – that provide more services.

Trump claimed his plan would help

businesses and the middle class. Trumka said, in so many words, that's a lie.

"The tax plan Republicans put out is nothing but a con game, and working people are the ones they're trying to con," he said. "Here we go again."

"First comes the promise that tax giveaways for the wealthy and big

➡See TAX CUT Page 18



Robert James
President USW - Local 1999
Kelly Ray Hugunin
Vice - President USW - Local 1999

SHEET OF SHAME

DAVID BAKER - A.S.C.
DANNY DODSON - A.S.C.
MARK A LASLEY - A.S.C.
JULIE McNEELY - A.S.C.
RICKY HENINE - A.S.C.
JUSTIN HENLINE - A.S.C.
RODERICK SUTPHIN - A.S.C.
TERRI R. WOODARD - CENVEO
STEPHEN THOMPSON - CENVEO
DONALD BUNCH - CENVEO
TERRY ELLIS - CENVEO
JOSEPH PERKINSON - CENVEO
BOB BRATTAIN - CENVEO
DEBRA COREY - CENVEO
MICHAEL A. ELLINGTON - CENVEO
THERESA HURRLE - CENVEO
STEVE PATTINGILL - CENVEO
GARY TACKETT - CENVEO
MARK HOLLAND - CENVEO
FREDDY COOK - CENVEO
MARY SICKING - CENVEO
STANLEY NIX - PEPSICO
GARY MATTINGLY - DIAM CHAIN
MARTIN RADICAN - DIAM CHAIN
ALAN HICKS - DIAM CHAIN
JUDITH A. ENGLAND - DIAM CHAIN
DENNIS HIGDON - DIAM CHAIN
BANGEN FINLEY - DIAM CHAIN
LUIS AGUILAR - DIAM CHAIN
GARY TACKETT - DIAM CHAIN
STEPHEN BALES - CARRIER
DEBRA BILLS - CARRIER
WILLIAM CARPENTER - CARRIER

SUSAN CARTER - CARRIER
CHRIS CHANEY - CARRIER
DERRICK CHANEY - CARRIER
JOHN CHILTON - CARRIER
LEILANIA CLEMENT - CARRIER
WILLIAM CORNETT - CARRIER
PAMELA CUSTIS - CARRIER
CHARLES DAILEY - CARRIER
TINA DEBERRY - TAYLOR - CARRIER
MAKADJI B. DIAMBOMBA - CARRIER
CINDY DISHMAN - CARRIER
RONALD GENTRY - CARRIER
BEVERLY HACKMAN - CARRIER
RICHARD MIKE HANCOCK - CARRIER
KATHLEEN HOWARD - CARRIER
THLO HUP - CARRIER
LUIS IBANEZ BARRERA - CARRIER
EVELYN JONES - CARRIER
MATHEW JONES - CARRIER
LAURA LANG TEMPLETON - CARRIER
DORLANDA LEEGE - CARRIER
RICK MANN - CARRIER
TRACY MAYNARD ROBINSON - CARRIER
ELOY NAVARRO - CARRIER
NO NO - CARRIER
SAMUEL OREBAUGH - CARRIER
CARL PARKER - CARRIER
DAVID PARLIAMENT - CARRIER
BRADLEY PRICE - CARRIER
REGINA ROBINSON - CARRIER
JOSEPH SHANNON - CARRIER
PHYLLIS SMITH - CARRIER

JOSHUA STEAD - CARRIER
BIAK THANG - CARRIER
ROBERT TINSON - CARRIER
RYAN VAUGHN - CARRIER
RAPHAEL VETTNER - CARRIER
MUHAMMED VIJASA - CARRIER
JOHNNY WELLS II - CARRIER
ROBERTA WESSEL - CARRIER
BYRON MONDAY - COLORS
SHARON SLAYTON - COLORS
JESSICA STEPHENS - COLORS
MONTE ERIC WALKER - COLORS
COREY BERNSTEIN - COLORS
DAVID L. BLADES JR - REXNORD
JAMES J. OGLE - REXNORD
RONALD VOYLES - REXNORD
MARIO BOBADILLA - RSR QUEMETCO
ERNESTO CABRERA - RSR QUEMETCO
JOSE CANAS - RSR QUEMETCO
JOSE CASILLAS - RSR QUEMETCO
LUIS CASTANEDA - RSR QUEMETCO
JAMIE CRUM - RSR QUEMETCO
CHRIS MASK - RSR QUEMETCO
JOSE MENDEZ - RSR QUEMETCO
JOSE A. RAMIREZ - RSR QUEMETCO
BRAD RICHARDSON - RSR QUEMETCO
RODRIGO SOLANO - RSR QUEMETCO

THESE PEOPLE HAVE NO MORALS!

Robert James

RTW From Page 10

But Louis and other union leaders warned that the fight to repeal the anti-worker law is only beginning. Dark money tied to right-wing think tanks is pouring into the state to thwart the repeal effort. Greitens' own nonprofit, A New Missouri Inc., has already donated \$350,000 to the cause.

Wearing a classic "Right-to-Work is a Rip-Off!" cap from the 1978 ballot fight, Mike Louis, president of the Missouri AFL-CIO, congratulates union members and volunteers. John Karloff/IBEW Local 1 photo

Louis, wearing a classic "Right-to-Work is a Rip-Off!" cap from the successful 1978 fight to defeat a "right-to-work" ballot measure in the Show Me State, spelled out its true impact on union and non-union workers, while expressing confidence that the anti-union, anti-worker law will be defeated for ALL workers in Missouri.

The 1978 referendum saw RTW go down the drain by more than 300,000 votes and a 60 percent-40 percent margin. Pro-worker Democrats also won a raft of state offices that year.

"We're going to end this attack," Louis said. "It's not just on us, brothers and sisters. It's on every working family in this state. When our wages go down and our pensions go down and our health and welfare goes down and we start getting screwed daily on the job, what do you think happens to people that don't have a union contract? It's worse for them - worse."

"So we're not here just for ourselves. We're here for every worker in this state, and we're taking it back. We're



Mike Louis, President of the Missouri AFL-CIO, congratulates Union members and volunteers.

taking this state back because it belongs to the working people of this state, not Eric Greitens!"

"Each and every one of you in here is making history today," Pat White, president of the Greater St. Louis Labor Council told the standing room only crowd at Local 1. "Whether you turned in a sheet with two signatures or 2,000 signatures, you made history."

"We're fighting against people that hate us even more than they did back in 1978, and with less people," White said. "And you should be proud of that. No one has done what we've done before. No one has registered as many people as we did. No one has registered as many people in every corner of the state."

"Every person in here belongs to a different organization that worked together on this," White said. "We had UFCW people working next to Electricians in Springfield. We had Bricklayers going into Phelps and up to Dixon County. We had Teachers running our stuff up from Columbia."

We had Pipefitters.... Every organization in our area kicked in."

"We've seen more togetherness in this campaign than I've seen in the 20, 30 years that I've been doing this," White said. "And I can tell you that that's the only way that we win. When you see SEIU members next to Pipefitters, when you see Teachers next to Electricians and Teamsters next to UFCW members, that's the only way that we get this done."

"We can do this," White said, "but you've got to keep it on the front burner. Talk to people that you normally wouldn't talk with about 'right-to-work' when you're out at your kids' ballgames, when you're at your meetings for your church, when you're at your social clubs."

"The only way we beat this back a year from now is if we make friends with people we maybe haven't talked with before and build coalitions with folks that maybe we're a little uncomfortable talking to. That's how we win." □

Supreme Court Opens its New Term with a Direct Attack on Workers' Rights

Ian Millhiser

The Supreme Court returns next Monday from its summer vacation for the first full term where Neil Gorsuch will occupy a seat at the far end of the Court's bench. And the Court will open this term with a trio of cases that are very likely to immunize many employers from consequences for their illegal actions.

The three cases — National Labor Relations Board v. Murphy Oil USA, Ernst & Young LLP v. Morris, and Epic Systems v. Lewis — all involve employment contracts cutting off employee's rights to sue their employer for legal violations.

In at least one case, employees were required to sign the contract as a condition of beginning work. In another, employees were forced to give up their rights as a condition of keeping their job. These contracts contained two restrictions on the employees: 1) a "forced arbitration" provision, which requires any legal disputes between the employer and the employee to be resolved in a privatized arbitration system; and 2) a provision prohibiting employees from bringing class actions or other collective suits against their employers.

Requiring private arbitration favors employers over employees. As an Economic Policy Institute study determined, employees are less likely to prevail before an arbitrator than before a court, and they typically receive less money from an arbitrator when they do prevail.

Banning class action suits, meanwhile,

effectively permits employers to violate the law with impunity, so long as they do not do too much harm to any individual employee.

If an employer cheats one employee out of \$300,000 worth of wages, for example, that employee is likely to be able to find a lawyer who will take his case on a contingency basis — meaning that the lawyer gets a percentage of what the employee collects from the employer if they win. If the same employer cheats 10,000 employees out of \$30 each, however, no lawyer is going to represent any one of these workers on a contingency basis. Plus, few employees are likely to bother with a \$30 suit. It's too much hassle, and too expensive to hire a lawyer who won't work on contingency. The solution to this problem is a class action suit, which allows the 10,000 employees to join together in a single case litigated by a single legal team.

Banning such class actions effectively leaves these employees without remedy. As one federal judge explained, "the realistic alternative to a class action is not 17 million individual suits, but zero individual suits, as only a lunatic or a fanatic sues for \$30."

The employer's claim that they can combine a forced arbitration clause with a class action ban arises out of two previous Supreme Court cases that took an extraordinarily creative view of a nearly 100-year-old law.

In 1925, Congress enacted the Federal Arbitration Act to allow, as



Supreme Court Justice Neil Gorsuch. President Donald Trump nominated Gorsuch to succeed Antonin Scalia.

Justice Ruth Bader Ginsburg once explained, "merchants with relatively equal bargaining power" to agree to resolve their disputes through arbitration. Beginning in the 1980s, however, the Court started to read this law expansively to permit forced arbitration between businesses and relatively powerless consumers and employees.

Then, the Court got even more aggressive. By its own terms, the Federal Arbitration Act exempts "workers engaged in foreign or interstate commerce." Nevertheless, in its 5-4 decision in *Circuit City v. Adams*, the Supreme Court held that the Act applies to most workers engaged in foreign or interstate commerce. Thus, forced arbitration clauses in employment contracts were given special protected status, even though the federal law governing these clauses says otherwise.

⇒ See COURT Page 19

AFL-CIO, Several Unions Send Volunteers to Puerto Rico

Mark Gruenberg

NEWARK, N.J. — Some 275 volunteers – pilots, mechanics, flight attendants and other workers – took off from Newark International Airport on October 4 on a union-sponsored relief mission to hurricane-smashed Puerto Rico, the AFL-CIO announced. Some 50 unionized registered nurses, members of National Nurses United, flew in from San Francisco the day before to join the mission.

The unionists headed for the island commonwealth, whose 3.4 million residents lack power, food, drinkable water and other resources, two weeks after Hurricane Maria hit.

The 50 nurses, part of NNU's Registered Nurse Response Network, left San Francisco International Airport on a flight to San Juan via Newark at midday on October 3. The network sends nurse volunteers to disaster areas worldwide for two-week stints.

The unions are stepping in to provide aid even as the Republican Trump administration is catching flak, particularly from the Mayor of San

Juan, Carmen Yulin Cruz, for its slow aid response to Puerto Ricans' distress. Trump, in turn, is waging a war of tweets against her.

That's in contrast to Trump's rush to aid victims of hurricanes that hit Florida and the Houston-Galveston area. Puerto Ricans, like the Texans and Floridians, are U.S. citizens—a point opinion polls show half of mainland U.S. respondents don't realize.

AFL-CIO spokesman Gonzalo Salvador said the idea for the multi-union aid mission, which will include members of the Machinists, the Association of Flight Attendants-CWA, the Air Line Pilots, and other unions, was a joint effort of unions and unionized Chicago-based United Airlines.

"They were ready to fly a whole planeload of supplies," he said. The unions eagerly offered to send the people, all volunteers. "They're taking leave days. They're going because they want to," said Salvador. The plane, a union-built Boeing 777, will "bring food, water and essential

supplies to those who need it most," the fed said.

Both NNU and the AFL-CIO are coordinating their relief efforts with the Puerto Rican Labor Federation and with Mayor Yulin Cruz's office.

"In Puerto Rico, the RNs will focus on immediate medical needs in local hospitals, nursing homes, and other sites based on immediate need for island residents who have endured unprecedented devastation as a result of the super storm. They will be filling needs identified by the San Juan mayor's office as well as other local officials," NNU said.

"Press reports indicated that in addition to the general poor conditions, hospitals have been overwhelmed struggling to meet medical needs, clinics and doctor's offices failed to re-open, patients with chronic illnesses have not had access to needed medications, and concerns are emerging about the potential of cholera and other epidemics," the union added. □



↳ TAX CUT From Page 13

corporations will trickle down to the rest of us. Then comes the promise that tax cuts will pay for themselves. Then comes the promise that they want to stop offshoring.

"And finally, we find out none of these things is true, and the people responsible for wasting trillions of dollars on tax giveaways to the rich tell us we have no choice but to cut Medicaid, Medicare, Social Security, education and infrastructure.

"There always seems to be plenty of money for millionaires and big corporations, but never enough

money to do anything for working people," he said.

Trumka wasn't the only critic. Sen. Ron Wyden, D-Ore., top Democrat on the tax-writing Senate Finance Committee, called Trump's plan "a total mockery of the president's pledge to have tax relief for the working class, not for the wealthy."

And Richard Fiesta of the labor-backed Alliance for Retired Americans said Trump's big beneficiaries would be corporations and individuals making more than \$400,000 yearly. It's "a massive tax cut" for them "on the backs of working Americans and retirees." He also said Alliance

members would immediately start lobbying against it.

They may need to. Trump wants to use the special Senate procedures, called reconciliation, to jam it through before the end of the year, bypassing Wyden's committee.

Reconciliation requires only 50 GOP votes, out of 52 GOP senators, plus Vice President Mike Pence as the tie-breaker. And there's no filibuster. Trump and GOP leaders tried reconciliation to repeal the Affordable Care Act, but failed when three Senate Republicans defected.

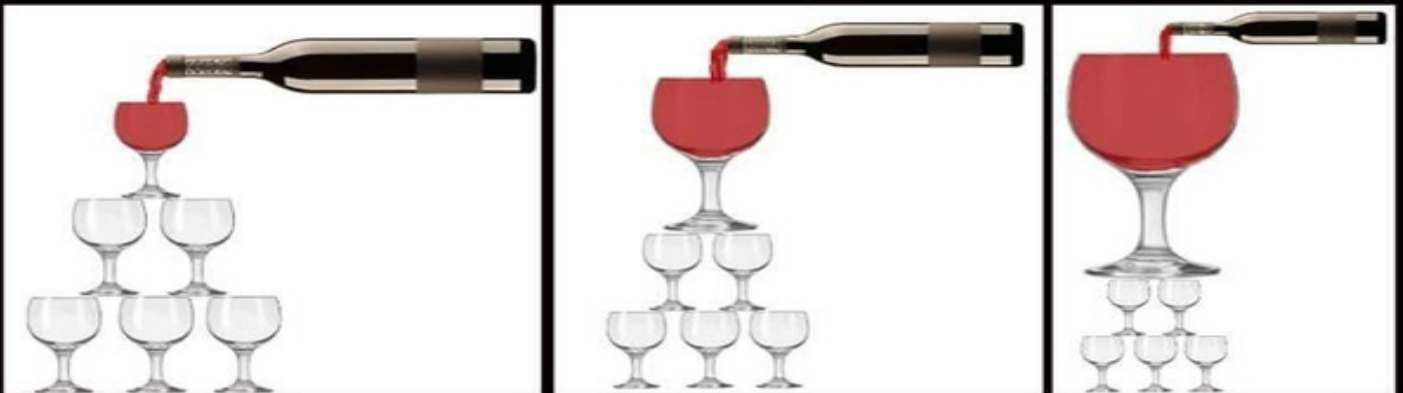
□

Trickle down economics

How we're told it works



What actually happens



⇨COURT From Page 16

Similarly, Justice Antonin Scalia wrote for a 5-4 Court in *AT&T Mobility v. Concepcion* that the Federal Arbitration Act has penumbras, formed by emanations from its guarantees that give it life and substance. The right of businesses to insert class action bans, Scalia claimed, is one of these penumbras contained in the 1925 law. And so businesses gained the power to add no class action clauses to their forced arbitration agreements, even if a ban on class actions violates state law – and despite the fact that the Federal Arbitration Act says nothing about

class actions.

Nevertheless, the employees in *Murphy Oil* and its companion cases hope that another provision of law will protect them from signing away their right to join a class action.

A provision of the National Labor Relations Act (NLRA) provides that “employees shall have the right to self-organization, to form, join, or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection.”

Several lower courts have held that an employee’s right to engage in “concerted activities” protects their right to join class actions, and they cite multiple previous Supreme Court decisions which lend credibility to this claim.

In a world governed by the text of the law, employees would have a strong case that they cannot be forced to give up their right to bring class action litigation. But we live in a world governed by *Circuit City* and *Concepcion* – both of which demonstrate the Supreme Court’s willingness to take liberties with the law in forced arbitration cases. □

⇨VEGAS From Page 7

government, was deputy recorder in the county clerk’s office. A call to her local for more details was unanswered. Her two sisters, who also happened to be in Las Vegas, told San Bernardino media of their disbelief and grief, after stopping by a Vegas-area blood bank to thank donors who gave blood to help the injured.

Parks was shot twice in the head and died in her husband’s arms, the *Washington Post* reported. A National Education Association local, the Westside Teachers Association, represents the K-12 teachers at her school, Summerwind Elementary. “The staff is very saddened. She was a huge part of the school,” said Kathy Vanderzee, president of the Palmdale Teachers Association, where Parks was a substitute before transferring to Westside. She had been teaching for 15 years and was looking forward to a party for her husband’s 40th birthday, the *Post* added.

“Our thoughts and prayers are with the victims, their families, tourists, first responders, and workers affected by last night’s horrific attack,” Geoconda Arguello-Kline, Local 226’s Secretary-

Treasurer and public face, said on the afternoon of October 2.

“Culinary Union staff spent the night and all morning phone-banking workers to make sure everyone was OK. Workers, in addition to guests, were on lock-down across the Las Vegas Strip until approximately 7:30 am this morning,” she added.

The union also represents hundreds of workers at nearby Pat McCarran International Airport and its surrounding hotels. Many of the concertgoers fled there to escape the cascade of bullets.

One eyewitness told the *Las Vegas Review-Journal* that people were able to enter the airport and flee across the tarmac after one concertgoer jumped in his pickup truck and drove

it through the fencing around the airport, creating a hole. Others took cover behind cars, food trucks and other vehicles.

Before the scheduled memorial vigil, Local 226 organizers spent the rest of October 2 “conducting an outreach program in employee dining rooms supporting workers today and sharing in the pain our community is feeling,” Arguello-Kline added.

“This will not paralyze our city – we will continue to work together with the resorts on ensuring workers are protected at work and safe,” she promised.

The union also set up a toll-free number for families concerned about their loved ones (1-866-535-5654), including workers and concertgoers.

“Nevada is our home and we will not live in fear. Workers serve our country and our community every day. We stand united and together, today and always,” Arguello-Kline concluded. □

STEEL VOICE

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This is a picture of police shooting at union
members during the Memorial Day Massacre of
1937. Ten **unarmed** workers were killed that day.
Never forget that people died for the workplace
rights that we enjoy today.