



# ENTERTAINER

SERVICE • HOSPITALITY • GAMING

## Rosecroft Workers Join SEATU

Workers at Rosecroft Raceway, the historic race-track located a few miles outside of Washington, D.C., are the newest members of SEATU following an overwhelmingly supported organizing campaign.

"I'm looking forward to learning more about the union and moving on to the next chapter in my work," said bartender **Rosemary Cabbiness**. "I feel really optimistic about the future both for myself and for Rosecroft."

Rosecroft Raceway has long been an important venue in the Maryland horseracing community. First opened in 1947, Rosecroft was a center of racing, breeding, and gaming for suburban Washington, D.C. for decades. The raceway fell on hard times and closed temporarily in 2010.

In January 2011, Penn National Gaming, a SEATU-contracted company with union casinos and hotels all over the country, purchased the property. Live racing



SEATU Representative Monte Burgett (right) and SEATU member Rosemary Cabbiness (left) pictured outside the track at Rosecroft Raceway in Oxon Hill, Md.

and off-track betting resumed, and workers at the raceway returned to their positions.

Many of the staff members at Rosecroft have worked there for years and have seen the facility evolve over time. Workers like **Tina Nugent** have even come to view their jobs and co-workers as a second family.

"There's no doubt that this is a great place to work," said Nugent. "I'm confident in the new ownership, I like the employees. Honestly, everyone here is like family. I've been here for 30 years and it's really hard to not have that kind of bond with the people you work with, management, and the patrons."

The organizing drive, led by SEATU Assistant Vice President Bryan Powell and Business Representative Monte Burgett, quickly resulted in a vast majority of workers at the job site signing union pledge cards and making SEATU the choice of Rosecroft's workers.

"I'm really impressed by the dedication that the workers at Rosecroft have towards their jobs and towards each other," said Burgett. "They've proven themselves to be valuable assets to the raceway and have worked incredibly hard both in the organizing drive and the reopening of the facility. I'm proud to have them as the newest SEATU members."

The members at Rosecroft are currently represented under the national agreement with Penn National and SEATU. A site-specific agreement is being negotiated but has yet to be finalized as of press time.

For some of the workers at Rosecroft Raceway, SEATU is their first union and many have already noticed a difference between a union and non-union workplace.

"I like how hands-on our reps are," said new member **Jeff Herman**. "We actually see that the union is working with us. I think it's better working in a union shop because you've got somebody on your side instead of basically working by yourself."

"The union is always there," member **Julia Sanders** pointed out. "We're kept up-to-date on everything



New member Stacey Delcostello sets up the snack shop before a recent night of live racing at the facility.

that's going on. If you need something or have a problem, our representatives are only a phone call away. We always have somebody to depend on."

Cabbiness agreed that the easily accessible union representatives are a major plus for SEATU members.

"I've been in a (different) union before and, to be honest, we didn't really see our representatives a lot," said Cabbiness. "I've seen SEATU reps all over the place and they're very hands-on, which is really important to me."

Other members have worked in union shops before and know the benefits of being a union member.

"My whole family works in union shops, so for me [joining SEATU] was an easy step to take," said **Stacey Delcostello**.

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## Voters in Ohio Reject Anti-Worker Legislation

### Union Members, Community Groups Rally to Defeat Ohio Senate Bill 5

The American labor movement is celebrating an enormous victory over anti-worker legislation in Ohio after citizens in that state resoundingly voted to repeal a bill that stripped public employees of their collective bargaining rights. The ballot initiative, known as Issue 2, was defeated Nov. 8 by a wide margin, with more than 60 percent of voters saying, "No," to the attacks on Ohio's middle class.

"Last night, Ohio voters delivered a bona fide victory for public sector workers everywhere," said U.S. Secretary of Labor Hilda Solis on Nov. 9. "After months of advocacy and organizing, the people of Ohio have defeated a law that would have silenced

the middle class and curtailed the collective bargaining rights of thousands of teachers, firefighters and police officers. Ohio has made it clear: These dedicated public servants still need a seat at the table to demand fairness, dignity and respect — especially in tough economic times. Through their unions, they have a voice in their workplace, in their future and, most importantly, in our future."

Members of organized labor, including SEATU officials, rank-and-file members, and officials and members from SEATU-affiliated unions including the Seafarers International Union and the United Industrial Workers, were an integral part in getting the word out about the initiative. They helped warn of the dangers the loss of collective bargaining rights poses to the state and the country.

"Make no mistake, Ohio is at the center of a larger plan to destroy working families, the middle class, and the labor movement," said SEATU President Michael Sacco in a communication to members. "By attempting to eliminate collective bargaining rights from the workers who serve us, nurses and firefighters would've been unable to negotiate safe staffing levels or training, and teachers could have no longer been able to negotiate sensible class sizes. I applaud the citizens of Ohio for taking a



Ohio voters took to the streets to rally for the repeal of Senate Bill 5, a piece of legislation that stripped the state's public sector employees of their collective bargaining rights.

brave stand against the attacks from the radical right-wing against Ohio's, and America's, working people."

AFL-CIO President Richard Trumka, who was in Ohio going door-to-door to generate support, agreed.

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## President's Column

### Well-Deserved Win in Ohio

Although Election Day 2011 was what's known as an off-year election, it delivered a tremendously important victory not only for union members but also for America's working families as a whole.



Michael Sacco

As reported in more detail on the front page, SEATU members joined with fellow Ohio voters on November 8 to stand up for workers' rights and convincingly overturned a vicious, anti-union law designed to eliminate collective bargaining for public-sector workers. In fact, plenty of people in Ohio and across the country – and not just from within the labor movement – realized that the state law (Senate Bill 5) was part of a larger plan to cripple unions. Those attacks won't stop, but the Ohio vote proved once again that the middle class won't roll over and let fanatical politicians make them suffer most of the consequences for a recession not created by workers or their unions.

I thought Vice President Joe Biden put it well during a post-Election Day rally in Ohio. He said that workers, via their rejection of SB5 (also known as Issue 2), "fired the first shot" not only for November 8, 2011 but for next year's federal and state elections. "It's not about Barack Obama. It's not about Joe Biden. It's about whether or not middle-class people will be put back in the saddle, because they're the ones that make America move," the vice president said.

He went on to say that the Ohio vote "was not just a fight about collective bargaining. It was about respecting teachers, cops on the beat who risk their lives, firefighters, and the extraordinary courage they show every day. This isn't about labor; this is about giving the middle class a fighting chance."

Finally, he warned that more anti-labor legislation can be expected, including bills targeting workplace safety regulations, prevailing wage laws, right-to-work (for less) and environmental measures.

If that's not enough to keep our attention, nothing is!

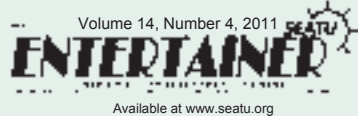
While we have plenty of work ahead, a word of congratulations is in order to everyone who contributed to the win in Ohio. I'm proud to say SEATU did our part, as did our affiliated unions the Seafarers International Union and the United Industrial Workers. We were joined by dozens of other AFL-CIO affiliates, Ohio's state labor federation and central labor councils, and by personnel from the AFL-CIO itself – led by AFL-CIO President Rich Trumka, who's doing an excellent job during an extremely tough time for working families.

We all know we can never afford to rest on a victory. But Ohio was well-earned and worth savoring, just for a bit.

#### Another Victory, and Happy Holidays

The victory in Ohio wasn't the only recent good news for SEATU members. I am pleased to welcome our newest members: employees of Rosecroft Raceway in Fort Washington, Md., who sent a loud and clear message of "Union, Yes!" when they voted for representation by SEATU. That's the best kind of news, and it's a great bookend to starting the year with another big organizing victory in Perryville, Md.

Last but not least, I extend my best wishes to all of our SEATU brothers and sisters and their families for a safe, healthy and happy holiday season. Personally, I am grateful to count among my blessings the rock-solid support of this membership. That's something I don't take for granted, and I look forward to continuing to represent you with energy, efficiency and dedication in the New Year.



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## ITF Holds Women's Conference

The SEATU-affiliated Paul Hall Center for Maritime Training and Education hosted dozens of maritime union women leaders from across the globe Sept. 25-30. The attendees travelled to Piney Point, Md., to participate in the International Transport Workers' Federation Women's Conference on Leadership, Strategy and Organizing.

The ITF described the meeting as "a landmark conference" featuring 37 participants from 25 countries. Among the featured speakers were Dr. Elaine Bernard, executive director of the Labor and Worklife Pro-



Port Agent and SEATU Representative Hazel Galbiso.

gram at Harvard Law School (who helped organize and co-sponsored the event); AFL-CIO International Affairs Director Cathy Feingold; Norwegian Seafarers Union President Jacqueline Smith; and Barbara Shailor, special representative, International Labor Affairs, U.S. State Department. SEATU President Michael Sacco and Executive Vice President/Secretary-Treasurer David Heindel (who chairs the Seafarers' Section of the ITF) also addressed the group as the conference got started.

SEATU and SIU participants included Assistant Vice President Karen Horton, Port Agents Elizabeth Brown, Becky Sleeper and Tracey Mayhew, who also serves on the ITF's Fisheries Section.

According to the ITF, the conference "provided maritime women leaders the opportunity to share experiences and tactics and strategize on how to further strengthen their unions and build women leaders."

Smith stated, "The maritime industry is moving and changing. We're losing members and losing jobs. We need to move and change



SEATU Assistant Vice President Karen Horton (left) and Port Agent Becky Sleeper attended the ITF Women's Conference.

and better equip our unions and our leaders to cope with the times. We need dynamic unions."

The gathering concluded with attendees "using strategic planning tools to develop practical union action plans to tackle the challenges confronting maritime workers," the ITF noted.

Alison McGarry, ITF Women's Coordinator, commented, "The women developed strategic plans – all of which are ultimately contributing to building union power and securing more wins for all workers, men and women."



A group shot of the attendees at the conference held at the SEATU-affiliated Paul Hall Center.

## SEATU Directory

#### HEADQUARTERS

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#### ALGONAC

520 St. Clair River Dr.  
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(810) 794-4988

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#### BALTIMORE

2315 Essex St.  
Baltimore, MD 21224  
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606 Kalihi St.  
Honolulu, HI 96819  
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1221 Pierce St.  
Houston, TX 77002  
(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

5734 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

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Brooklyn, NY 11232  
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115 Third St.  
Norfolk, VA 23510  
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(510) 444-2360

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

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P.O. Box 75  
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(954) 522-7984

#### SANTURCE

1057 Fernandez Juncos Ave.,  
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(787) 721-4033

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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





Tina Nugent sets up the bar overlooking the racetrack.



New SEATU member Jeff Herman



Julia Sanders prepares for her shift at the snack bar at Rosecroft Raceway.

# SEATU Welcomes Newest Members

Continued from Page 1

One of the most noticeable differences for many of the workers at Rosecroft is the sense of security provided by strength in numbers. Employees at the raceway know the importance of having a voice when confronting difficulties at work.

"I know that if I have a problem, I have a voice and at least someone to talk to make sure that things get straightened out fairly," Delcostello continued. "I look

at the union like a referee. Our representatives are there to make sure that everybody can meet in the middle and nobody has an unfair advantage."

Ultimately, the move to organize at Rosecroft is because the workers there are looking to the future. And a future with SEATU has several members excited and optimistic.

"The union is new, but I'm optimistic that we're all moving in the right direction," said Cabbiness. "I'm looking for steady work and a little job security here, and I think the union helps with that."



One of the Washington, D.C. area's most famed racetracks, Rosecroft Raceway, has reintroduced live racing to the D.C. suburbs. The raceway welcomed customers back to the facility with a banner (above) on the home stretch. At right, Rosemary Cabbiness pours a drink for a customer.



Junior Waiter Carolina Garcia at work in the Cadillac Diner.



Bartenders Brian Deutch (left) and Micah Gallegos (right) at the Ocean Drive Bar.



Junior Waiters Janet Boyd (left) and Stephanie Titos (right) working at the Aloha Cafe.

# Smooth Sailing Aboard NCL Pride of America

SEATU members aboard NCL America's *Pride of America* have been keeping busy, working hard and entertaining thousands of guests this year. The *Pride of America* has emerged as one of the most profitable and highest customer rated vessels in the Norwegian Cruise Line fleet of cruise ships.

In addition, several members on the *Pride of America* also signed on to the new SEATU Political Action Committee (PAC). The SEATU PAC relies on financial contributions from union members and the funds collected are used to bring SEATU members' voices to lawmakers at the local, state, and federal level.

"The SEATU PAC exists to help SEATU members protect their jobs, in part by making sure their concerns are delivered in the political arena," said Port Agent Hazel Galbiso.

All SEATU members are encouraged to do their part to enhance job security by signing up for monthly donations to the SEATU PAC. Forms are available at local union halls or from your representative.



SEATU member John Hicks puts his support behind the SEATU PAC by signing a check-off.



Utility Hotel team member Edward Medibles



Stateroom Stewards Hermogenes Tipo (left) and Kristine Kaapke (right).



Housekeeping Department member Geneva Cornett



Hotel Housekeepers (pictured from left to right) Kayla Probst, David Thomas, and April McQueen.



EVS Department member Toni Bockover

## Members at Hollywood Casino Lawrenceburg Recognized During National Housekeeping Week

SEATU members in Lawrenceburg, Ind., celebrated National Housekeeping Week Sept. 11-17. Each department at the Hollywood Casino Lawrenceburg recognized the hard work and important role that the housekeeping department plays in keeping the casino and hotel running smoothly throughout the year.

The other departments sponsored cookouts to honor the housekeepers throughout the week. The housekeepers were also given some "house-made" desserts, Hollywood Casino merchandise and souvenirs, and each member of the housekeeping staff was given a \$15 Hollywood dining certificate.

Members said one of the highlights of the week-long event was the appreciation paid by hotel management and executives. Some of the executives agreed to work alongside the housekeepers for a shift, giving them a glimpse into the day-to-day lives of hard-working SEATU members.

"National Housekeeping Week is a great way for people to really see the hard work that our members do every day to keep the property clean and the customers happy," said SEATU Business Representative Lori Cornell.

SEATU represents more than 800 workers in various departments at the Hollywood Casino Lawrenceburg, including 110 members in the housekeeping department.



Hotel Housekeeper Crecencia Sanson takes a break to pose for a photo at the Hollywood Casino Lawrenceburg hotel.



EVS Department member Bonnie Day on the floor of the Hollywood Casino.



Hotel Housekeeper Louise Pruitt

# 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. Mem-

bers 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 2010 calendar year, the fee cost associated with this representa-

tion amounts to 95.46 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 2012 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2011 and November 30, 2012 will have this calculation applied to their 2012 dues payment which may still be owed to the Union. As noted below, however, to continue to receive the agency fee reduction effective January, 2013, your objection must be received by December 1, 2012.

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 2010.

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 beginning 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

# Victory for Working Families in Ohio

Continued from Page 1

"Tonight's victory represents a turning point in our collective work to protect good jobs, working families and workplace rights," said Trumka. "But it's more than that. It's a long-overdue return to common sense. From the very beginning of our jobs crisis, anti-worker politicians like Ohio's Gov. Kasich have used our poor economy to push a cynical political agenda that favors the richest one percent at the expense of the 99 percent. Today, Ohio voters rejected that agenda."

Issue 2 was created in response to Ohio Senate Bill 5 (SB5). Ohio Gov. John Kasich, who was elected in 2010, rode the anti-worker and anti-union wave that followed those elections in places like Wisconsin, Michigan, Florida and others. Like Wisconsin Gov. Scott Walker, who pushed a plan to attack middle-class families in his state, Kasich and his allies introduced SB5 which, among other things, eliminated collective bargaining rights for the state's teachers, firefighters, police officers, and other public employees.

Following public outrage, several groups were formed to take action against the bill and restore rights to Ohio's workers. We Are Ohio, a group made up of civic, religious, community, and labor organizations, led

the charge against Kasich and SB5 by circulating a petition that would put SB5 up to a public vote. The petition ended up with more than one million signatures, well above the number needed to put Issue 2 on the ballot.

After a strong push by We Are Ohio and other groups, voters in Ohio chose to repeal SB5 by a 61.3 percent to 38.7 percent margin.

The fight against SB5 became about more than just reestablishing hard-fought rights for public sector workers, according to pundits, labor officials and others. For many, the struggle to repeal SB5 was about the future of the middle class in America, the role of organized labor, and the importance of workers' rights in this country. Some see the results as an affirmation of the importance that unions play in the lives of America's working class.

"In my time as labor secretary, I've seen firsthand time and time again how unions make remarkable contributions to the strength and prosperity of our nation," said Solis. "In workplaces across the country, collective bargaining is helping businesses improve their bottom line, providing tax payers with high-quality services, making workplaces safer and more productive, and ensuring that all Americans have the opportunity to make it into the middle class."



An Ohio voter displayed a sign that conveyed the sentiments of over 60 percent of voters who chose to repeal the anti-worker law.



Two members prepare to vote on a recently negotiated agreement.



SEATU members, including Delegate Tony Blanks (holding pen) approved their new contract.

## Belle of Baton Rouge Members Approve New Pact

SEATU members have overwhelmingly supported their contract terms with new management at the Belle of Baton Rouge Casino and Hotel in Baton Rouge, La. Members recently approved a collective bargaining agreement that features wage increases, health benefits and other wins for workers at the facility.

The contract between SEATU and Tropicana Entertainment, the new owners of the Belle of Baton Rouge, covers the 385 represented job positions at the site.

"We had a couple difficult rounds of negotiations, but at the end of the day we were able to come to a three-year agreement," said SEATU Representative Chris Westbrook.

The negotiating committee was led by SEATU Assistant Vice President Bryan Powell, Assistant Vice President Karen Horton, Counsel Stan Dubin, Westbrook, and member **Tony Blanks**.

Westbrook pointed out that there always are some adjustments when dealing with new ownership. In addition to management style, company-wide policies, and other factors, the owners also need to learn about how SEATU operates and the ways the union works to ensure safe and equitable conditions for its members.

"The key thing to remember here is that this is the first step in a process of getting to know this new company better and letting them learn about us," said Westbrook. "We understood their position in negotiations while at the same time protecting the interests of the members. What we ultimately did was forge a partnership so we can grow and move forward together."

In addition to boosting pay and maintaining medical coverage, the new agreement stipulates employee discounts on meals, and clarifies break time and other workplace policies that carry over from the previous contract.

Westbrook noted that transitions are not always completely smooth, but he was pleased with the hard work and amount of interest shown by the membership in this battle.

"There were some difficult decisions that needed to be made, but the overall package was overwhelmingly well-received by the membership," said Westbrook. "We're all looking forward to building a strong partnership for the future."

The Belle of Baton Rouge is a full-service casino with slots, table games, and a 300-room hotel.

## SEATU Executive VP David Heindel Attends Meeting with Secretary of Labor Hilda Solis, ITF Executive Board Members

SEATU Executive Vice President/Secretary-Treasurer David Heindel recently attended the executive board meeting of the International Transport Workers' Federation (ITF) in Washington, D.C. It is believed to have been the first time the full board has met in the United States. Highlights included an address by AFL-CIO President Richard Trumka and a visit from U.S. Secretary of Labor Hilda Solis, pictured at right with Heindel, who also serves as chair of the ITF Seafarers' Section.



## Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting & Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

### Union Member Rights

**Bill of Rights** - Union Members Have:

- Equal rights to participate in union activities.
- Freedom of speech and assembly.
- Voice in setting rates of dues, fees and assessments.
- Protection of the right to sue.
- Safeguards against improper discipline.

### Copies of Collective Bargaining Agreements:

Union members and non-union employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports:** Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information and copies are available from OLMS.

**Officer Elections:** Union Members Have The Right To:

- Nominate candidates for office
- Run for office.
- Cast a secret ballot.
- Protest the conduct of an election.

**Officer Removal:** Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships:** Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline:** A union or any of its officials may not fine, expel or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence:** No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

### Union Officer Responsibilities

**Financial Safeguards:** Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employees who embezzle or steal union funds or other assets commit a Federal crime

punishable by a fine and/or imprisonment.

**Bonding:** Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports:** Union Officers Must:

■ File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.

■ Retain the records necessary to verify the reports for at least five years.

**Officer Reports:** Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections:** Unions Must:

■ Hold elections of officers of local unions by secret ballot at least every three years.

■ Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.

■ Mail a notice of election to every member at least 15 days prior to the election.

■ Comply with a candidate's request to distribute campaign material.

■ Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

■ Permit candidates to have election observers.

■ Allow candidates to inspect the union's membership list once within 30 days prior to the election.

**Restrictions on Holding Office:** A person convicted of certain crimes may not serve as a union officer, employee or other representative of a union for up to 13 years.

**Loans:** A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines:** A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

*Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at www.dol.gov*



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Offered to you from the only wireless company that is "Proud to Be Union!"

\*All program plans for new and existing customers require a new two-year contract. This offer cannot be combined with any other discounts. The 15% Union Plus AT&T wireless discount is not available on the non-3G iPhone, additional lines for family plans, unlimited plans and Unity plans. Data services on secondary lines are not discounted.

\*\*Union members can purchase the 3G and 3Gs iPhone at regular price and receive the 15% AT&T Wireless Union Plus discount off the AT&T wireless service plan. NOTE: There will be no discount for service using the original iPhone.



For full details, visit

**UnionPlus.org**

# Basic Safety Training Class Graduates

*Editor's note: The individuals shown in the photos below, all SEATU members or members of its affiliated Seafarers International Union, graduated from the U.S. Coast Guard-approved Basic Safety Training Course on the dates indicated. The classes were conducted at the union-affiliated Seafarers Training Facility in Barbers Point, Hawaii.*



**Sept. 17** - In no particular order: Angel Barto, Mary Brenner, Marguerite Gonder, Jeremy Hebda, Aqui Johnson, Christopher McCabe, Samantha Moser, Donna Jones Reid, Justin Sinclair, Jessica Ware, Alexander Wildar, Steven Hirschi, Anjulia Ebanks-Rivera, Sebastio Gomes, Wilfred Pave, Owen Wallace, Michael Henderson.



**Oct. 22** - In no particular order: Rebecca Brooks, Joven Zantua Jr., Paul Bryant, Danielle Nelson, Joso Buterin, Timothy Dion, Madeline Jimenez, Jennifer Lowery, Wornell Mitchell, Sean Moore, Curtis Paul Quamme, Alexander Smeltzer, Christopher Steible, Jordan Tracey, Andrew Di Concetto.



**Sept. 24** - In no particular order: Erikka Crain, Savio DeSena, Anthony Dickey, Jessica Eskew, Stephen Fosnight, Shemeka Hamilton, Jammal Key, Kyle Knight, Neil Lawinger, Kristin Mich'L, Brad Norris, Chris Prentice II, Jarrett Willis, Gregg Buford, Hillary Kruse, Errol Davis, Christopher Pogue.



**Sept. 10** - In no particular order: Kenny Chong, Justin Flynn, Nicolas Gardner, Konstantin Kolyabin, Thomas Preston, Steven Vela, Timothy Nelson, David Martinez, Alexander Mrazek, DeWitt Cooper, Todd Cook, Meghan Moroney, Elizabeth Bailey, Julie Hunter.



**Oct. 1** - In no particular order: Brandon Anderson, Kristen Boland, Courtney Day, Shyla Frederick, Michael Gardner, Kendrick Harley Jr., Timothy Harris, Frederick Hill, Michael Leitz, Nolan Pactol, Vincent Robertson, Guillermo Velasquez, James Walker, Mouna Ziani, Lionel Arleo, Benjamin King, Christy Benanti, Lillie Campbell.



**Oct. 8** - In no particular order: Christopher Bauduin, Dylan Brooks, Justin Cozart, Paul DeBellis, Michael DeFranco, Shannon Fogleman, Todd Goldberg, Aneudi Gomez, Seth Gordon, Amanda Hepner, Aimie Kiang, Brandon Lagano, Talina Lawrie, Sandra O'Donnell, Christopher Reilly, Mark Tesalona, Lynda Thay, Daniel Velez, Mary Wagoner, Zachary Werner.



**Oct. 15** - In no particular order: Melisa Baldwin, Dominic Boone, Katelyn Hermeling, Kristine Johnson, Dianna Knutson, John Kucher, Mary Leahey-O'Leary, Steaphen Lindsey, Krystal Luxon, Kyle Macauley, Jessica Onderwater, Earl Robinson, Ryan Rumps, Candice Savage, Dwight Warren, Andrew Welch, Lindsey Williams, Gregory Winchester.



**Nov. 5** - In no particular order: Andrew Haile, Christopher Holmes, Joshua Vela, Felicia Rosales, Frances Israel, Nathan Boese, Joseph Perrin, Stephanie Persaud, Courtney Calhoun, Ryland Epps III, James McAfoose, Maria Ducoff, Kamron Hart, Ivan Flores, Janelle Downs, Dawn Male.



**Oct. 29** - In no particular order: Christpher Ames, Seika Arakawa, Annie Bevins, Heather Butler, Christopher Diaz-Cobo, Robert Paul Easterly, Robert Estes, Daniel Gardner, William Hutto, Kcee Keiki, Allysun Knapp, Ashley Lenz, Kaitlin McKinley, Randy Nielsen, Deija Perez, Christopher Quail, Christopher Ridgway, Charles Seeley, Brenen Burningham.



**Nov. 19** - In no particular order: Patrick Bruno, Olena Gordillo, Wesley Hall, Christina Lombardo, Ryifee Long, David Lyle, Jana Mendoza, Long Nguyen, Melissa Osterhoff, Alan Perez, Martin Petelinz, Andrew Powell, James Roberts, Christine Sall, Sean Toves.



**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, they 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 2012 Meeting Dates

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

**Quarter 1**

- Algonac**- Fri., Jan. 6 at 1:00 p.m.
- Baton Rouge**- Fri., Feb. 3 at 1:00 p.m.
- Joliet**- Thu., Jan. 12 at 1:00 p.m.
- Honolulu**- Fri., Jan. 13 at 10:30 a.m.
- Lawrenceburg**- Wed., Jan. 18 at 1:00 p.m.
- Perryville**\*- Thu., Jan. 5 at 1:00 p.m.
- Riverside**- Wed., Feb. 8 at 1:00 p.m.
- Sioux City**\*\* - Tue., Jan. 17 at 1:00 p.m.
- St. Louis/Alton**- Fri., Jan. 13 at 1:00 p.m.

**Quarter 2**

- Algonac**- Fri., April 6 at 1:00 p.m.
- Baton Rouge**- Fri., May 4 at 1:00 p.m.
- Joliet**- Thu., April 12 at 1:00 p.m.
- Honolulu**- Fri., April 13 at 10:30 a.m.
- Lawrenceburg**- Wed., April 18 at 1:00 p.m.

**Algonac/Detroit Metro**

Current Delegates:  
**Arnold Transit Company, Mackinac Island, MI:** Prentiss "Ben" Belknap  
**M/V Detroit Princess**  
**Bar Staff:** CaSandra Houston  
**Wait Staff:** Kyanna Anderson, Seeking Volunteers  
**Kitchen Staff:** Muammar "Bo" Burben

If anyone has any questions or concerns, please contact one of your delegates or the union hall at (810) 794-4988 as soon as possible.

**Baton Rouge**

Current Delegates:  
**MOPS:** Blaine Doremus  
**Food & Beverage Hotel:** Cindy McCracken (chief delegate), Emma Jones (steward)  
**Bell/Luggage Attendants:** Seeking Volunteers  
**Maintenance:** Tony Blanks (delegate)

If you have any questions or concerns, please do not hesitate to contact a delegate on site or the local union hall 504-328-7545. Thank you for your support.

**Chicagoland/Joliet**

Current Delegates:  
**Majestic Star:** Nora Johnson  
Members are encouraged to contact their delegates or the SEATU representative with any questions or concerns. Anyone interested in volunteering for a delegate or steward position should contact the union hall at 815-723-8002.

**Honolulu**

Current Delegates:  
**Restaurant:** Anton Johnson-Lowe (Jr. Waiter), Henry Martin (Waiter)  
**Hotel-Housekeeping:** Lucia Colon (Stateroom Steward)  
**Galley/F&B:** Christopher Giffen (Assistant Storekeeper), Tonya

- Perryville**\*- Thu., April 5 at 1:00 p.m.
- Riverside**- Wed., May 9 at 1:00 p.m.
- Sioux City**\*\* - Mon., April 16 at 1:00 p.m.
- St. Louis/Alton**- Fri., April 13 at 1:00 p.m.

**Quarter 3**

- Algonac**- Fri., July 6 at 1:00 p.m.
- Baton Rouge**- Fri., Aug. 3 at 1:00 p.m.
- Joliet**- Thu., July 12 at 1:00 p.m.
- Honolulu**- Fri., July 13 at 10:30 a.m.
- Lawrenceburg**- Wed., July 18 at 1:00 p.m.
- Perryville**\*- Thu., July 5 at 1:00 p.m.
- Riverside**- Wed., Aug. 8 at 1:00 p.m.
- Sioux City**\*\* - Mon., July 16 at 1:00 p.m.
- St. Louis/Alton**- Fri., July 13 at 1:00 p.m.

**Quarter 4**

- Algonac**- Fri., Oct. 12 at 1:00 p.m.
- Baton Rouge**- Fri., Nov. 2 at 1:00 p.m.

- Joliet**- Thu., Oct. 18 at 1:00 p.m.
- Honolulu**- Fri., Oct. 19 at 10:30 a.m.
- Lawrenceburg**- Wed., Oct. 17 at 1:00 p.m.
- Perryville**\*- Thu., Oct. 11 at 1:00 p.m.
- Riverside**- Wed., Nov. 7 at 1:00 p.m.
- Sioux City**\*\* - Mon., Oct. 15 at 1:00 p.m.
- St. Louis/Alton**- Fri., Oct. 19 at 1:00 p.m.

The meetings are located 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 meetings are held at the Baltimore, Md. union hall.

\*\* - The Sioux City meeting locations will be posted on the union bulletin board in the employee break room.

## SEATU Notebook

**Awong (Storekeeper)**  
**Bar:** Seeking Delegates  
**Gift Shop:** Seeking Delegates  
Please contact your representatives for any assistance or call your local SEATU office at (808) 845-2928.

**Lawrenceburg**

Current Delegates:  
**Slots:** Bob Mathias, Jackie Davidson  
**Environmental Services:** Jenna Dale  
**Hotel:** Dawn Schroeter  
**Cage and Credit:** Linda Richter  
**Marine Housekeeping:** Seeking volunteers  
**Deckhand:** Seeking Volunteers  
**Food and Beverage:** Naomi Rolfes, Bob Ogles, Pat Frondorf  
**Guest Services:** Seeking Volunteers  
**Wardrobe/Gift Shop:** Seeking Volunteers  
**Facilities:** Seeking Volunteers  
We encourage all of our members to contact the delegates or the union hall with any issues they have. Contact the union hall at 812-539-2941

**Perryville**

Current Delegates:  
**Food & Beverage:** Penny Sacks  
Anyone interested in filling delegate positions, or for general information, contact the union hall at 410-327-4900.

**Riverside**

Current Delegates:  
**Food & Beverage:** Jaime Edge, Pam Lewis, Carolyn Perkins  
**Slots:** Janet Sharts  
**Casino Services:** Seeking Volunteers  
**Hotel:** Cathy Estrada  
**Maintenance:** T.J. Curtis, Jim Adams, Joel Shrader  
**Cage:** Stephanie Means

**EVS:** Jackie Hibbs  
If you have any questions or concerns, do not hesitate to contact us at 816-453-5700. Please remember that time is of the essence. It is important to bring your concerns to the union as quickly as possible.

**Sioux City**

Current Delegates:  
**Maintenance:** Danny Manchester  
**Cage:** Chuck Manchester  
**Count Room:** Seeking Volunteers  
**Slots:** Seeking Volunteers  
**Housekeeping:** Seeking Volunteers  
**Food & Beverage:** Michelle Croy  
**Guest Services:** Seeking Volunteers  
If you have any questions or concerns, please do not hesitate to contact a delegate on site, or contact the union hall at 816-741-9502. Thank you for your support!

**St. Louis/Alton Metro**

Current Delegates:  
**Food & Beverage:** Maggie Warren, Amanda Akers  
**Housekeeping:** Jack Geisler  
**Guest Services:** Joy Butler  
**Slots:** Cedric Parker  
**Cage & Credit:** Robin Giberon, Linda Thoman, Michelle Johnson  
**Marine Crew:** Merle Caselton, Caleb Whorl  
Current Stewards:  
**Food & Beverage:** Lisa Hogan, Carmen Gaddy, Joe Roy  
Delegates are still needed in Receiving/Warehouse and Transportation. Anyone interested should contact Patti Christian.  
Please contact your department delegate/steward or the union hall at (314) 752-6500 with any questions or concerns.

