

Pandemic Shuttters SEATU Worksites

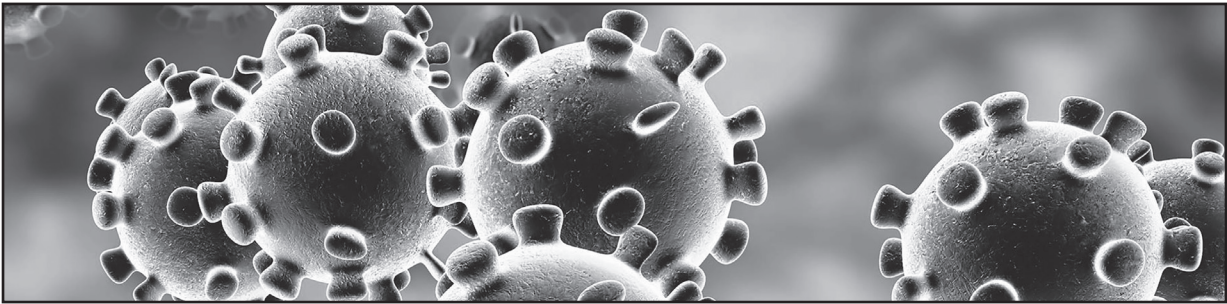
Editor's Note: The following is a letter that was sent to SEATU members concerning the recent COVID-19 pandemic and resulting temporary shutdown of many casinos in America - including every SEATU worksite. The quarantine measures also affected SEATU members sailing aboard the Pride of America, forcing members to remain on the ship.

Dear Sisters and Brothers,
As we collectively battle the coronavirus pandemic, we want you to know we're with you and are focused on providing you with resources to support you and your family. In response to the pandemic, SEATU has taken or will take the following steps:

Union Halls
Effective Monday, March 23, all SEATU offices will be closed until further notice. However, members can still reach the union halls by phone during regular business hours. As we may experience higher than normal call volume from time to time, please be patient if you're waiting for a phone call or email to be returned.

Meetings
Effective immediately, all SEATU representatives will be conducting any necessary meetings with members or company personnel (e.g., grievance meetings, delegate meetings) via phone or teleconference until further notice. Please keep in mind that - without exception - the above measures are being taken with your safety and well-being in mind. Like practically every other organization, we are regularly adjusting and learning new information. Any imperfections in our implementation are honest oversights and will be addressed as soon as reasonably possible. Meanwhile, let's stick together (while observing social distancing), and we'll get through this.

Hardship Assistance Programs
Please go to www.unionplus.org/assistance for get details about all Hardship Assistance Programs, including job loss and disability grants, mortgage assistance, and disaster relief



grants. Also, included with this letter is a flyer with a summary of the UnionPlus hardship assistance programs.

Additional Notes
If you're not already signed up for SEATU text alerts, please consider joining. Text the word "SEATU" (without the quotation marks, and it's not case-sensitive) to 97779. We are very judicious in sending texts (we don't like our phones blowing up, either). Also, included with this letter are the latest COVID-19 Updates from UnionPlus as well as a very informative AFL-CIO Survival Guide which contains various resources and recommendations for union members who may be experiencing a range of issues during this challenging time. We know you'll have questions. Please feel free to call your local union hall, or email them at the addresses listed below.

BALTIMORE
Phone: (410) 537-5987
Email: Ssterry@seafarers.org

COLUMBUS
Phone: (225) 387-6865
Email: Jharris@seafarers.org

JOLIET
Phone: (815) 723-8002
Email: Joliet@seafarers.org

KANSAS CITY
Phone: (816) 741-9502
Email: seatukcmo@seafarers.org

LAWRENCEBURG
Phone: (812) 539-2941
Email: lawrenceburg@seafarers.org

NEW ORLEANS
Phone: (504) 328-7545
Email: neworleans@seafarers.org

ST. LOUIS/ALTON
Phone: (314) 752-6500
Email: stlouis@seafarers.org

HONOLULU
Phone: (808) 845-2928
Email: honolulu@seafarers.org

The entire SEATU team wishes you and your family health and peace of mind during this challenging time. We will get through this together.

In Solidarity,

Bryan D. Powell
Asst. Vice President

COVID-19 Precautions for SEATU Members

Editor's note: Union officials as well as representatives from the Seafarers Plans and Legal Departments recently drafted and released correspondence to SEATU members regarding the COVID 19 novel coronavirus. Following are excerpts from that correspondence that applies to all SEATU members, regardless of location.

As the novel coronavirus, a.k.a. COVID-19, outbreak continues to expand, so have all of our concerns
At this early stage of the outbreak in this country the best thing to do is stay informed and be prepared to alter plans when needed.

At this point in time, there are several common sense precautions that can be taken to reduce the risk of becoming ill with COVID-19 or of spreading the virus to others. Those precautions include:

- Know the symptoms of COVID-19: fever, cough, and shortness of breath. The symptoms seem to begin 2 to 14 days after an exposure.
- If you develop symptoms, call your health care provider for advice rather than stopping by their office where you may infect other patients and the providers themselves.
- Notify HR and your supervisor if you are ill or if someone you live with has been confirmed as having COVID-19.
- If you have had a known exposure to someone who has been confirmed to have COVID-19 or is quarantined, quarantine yourself for 2 weeks.

As the situation evolves, depending on local conditions, it may become important to avoid crowded settings, and, if you must be in a crowded setting, reduce your time there.

Use basic hygiene and social distancing precautions, including:

- Stay home if you are sick. If you have a confirmed diagnosis of COVID-19, follow the CDC guidelines (available on their website). If you are unable to confirm whether you have COVID-19, but you do have upper respiratory infection symptoms, do not return to work unless you have been fever-free for 24 hours without the use of fever-reducing medication.
- Wash your hands frequently with soap and water for at least 20 seconds. If soap and water are not available, use a hand sanitizer that contains 60% alcohol. It is especially important to clean your hands before eating food or touching your face. Frequent hand washing or use of hand sanitizer can cause your hands to become very dry or cracked, so use lotion to keep your hands moisturized. Soap and water remain the best method for cleaning in part because of the

mechanical action of rubbing your hands. There are health concerns about chemical additives in hand sanitizers, so use it when soap and water are not available.

- Avoid touching your nose, mouth, or eyes, especially if your hands have not been cleaned.
- Cover your coughs or sneezes with a tissue or cough and sneeze into your upper sleeve. Dispose of tissues in no-touch receptacles. Wash your hands after coughing, sneezing, or blowing your nose.
- Avoid close contact (within 6 feet) with people who are ill.
- Avoid shaking hands.
- If you have been wearing gloves, wash your hands after removing them because they may have been contaminated.
- Keep frequently touched common surfaces or objects in the workplace clean, especially in break rooms.
- If you can, avoid using co-workers' phones, computers, offices, pens, work tools, or equipment.

In addition to the foregoing precautions, the following facts have been released about the coronavirus by the CDC:

The disease can make anyone sick regardless of their race or ethnicity. People of Asian descent, including Chinese Americans, are not more likely to get COVID-19 than any other American. Help stop fear by letting people know that being of Asian descent does not increase the chance of getting or spreading COVID-19.

Some people are at increased risk of getting COVID-19. People who have been in close contact with a person known to have COVID-19 or people who live in or have recently been in an area with ongoing spread are at an increased risk of exposure.

Someone who has completed quarantine or has been released from isolation does not pose a risk of infection to other people. For up-to-date information, visit the formerly referenced CDC website.

What's Inside

- President's Column

Page 2

- Class Photos

Page 3

President's Column

Stay Safe, Stay Informed

As this edition went to press, the coronavirus pandemic continued wreaking havoc with everyday life in the United States and indeed across the globe.

Thank you for your dedication, professionalism and patience as the world grapples with the COVID-19 pandemic. Through your sacrifices and service, you are writing a significant chapter in SEATU history.



Michael Sacco

While the worst part of the pandemic is, obviously, loss of life, I think the other greatest difficulty is not having many answers. People historically are very resilient when they understand the challenge. In this case, no one knows exactly what the "all clear" will look like or when it'll happen, or even the best way to get there.

But in the meantime, I cannot over-emphasize this point: Every decision and every action SEATU takes is being done with your safety and health in mind. The health of you and your loved ones is my top priority. The same goes for our officials and employees.

Keep an eye on our website for updates, and you can also stay in touch with your union representative.

PRO Act

While we in the labor movement aren't kidding ourselves about the prospects of the PRO Act quickly advancing in the Senate, the House's passage of this pro-worker bill is still quite noteworthy. It establishes an important building block and lets us see where legislators stand on labor law reform and workers' rights.

The surest way to grow the middle class is through collective bargaining and union representation. Government data and other studies consistently show that union members earn more money and enjoy better benefits than their unrepresented counterparts. Union apprenticeships (many of which are done in partnership with employers) often provide a clear path to rewarding careers, too.

Management also benefits from strong unions. When workers have a voice on the job and are compensated fairly, they're much more likely to be reliable and efficient and to stick around, thereby reducing turnover and its associated costs. Unions provide accountability on both sides as well.

By any reasonable measure, many of America's labor laws are broken. More often than not, the deck is stacked against workers who seek to join or form a union – and there's no recourse against employers who violate their employees' rights in union organizing campaigns and elections.

The PRO Act is good for workers and good for America. SEATU stands behind it and will work to overcome any obstacles to it becoming law.

Election Day Approaches

Election Day will be here before we know it, and it's definitely not too soon for UIW members to make sure you're registered to vote. Go online or check with your union rep if you need assistance. Every vote counts, and that's not a cliché. It's the truth.

Civility can be in short supply when engaging in political action or political discussions, but it doesn't have to be a lost art. I encourage everyone to remember that we all want what's best for our great nation, and while there's nothing wrong with strongly felt disagreement, we can all benefit from focusing on facts and maintaining respect for each other.

Bipartisan Relief Package Becomes Law

President Donald Trump on March 18 signed into law a \$100 billion coronavirus relief package.

Titled the *Families First Coronavirus Response Act*, the law is a by-product of a compromise between House Democrats, the administration, and House Republicans – which led to the bill's original provisions being scaled back.

The wide-ranging measure, among other important components:

- Includes funding to support workers who get sick as well as those who have to care for children who are out of school because of the coronavirus response.

- Includes money intended to expand programs for workers who have been laid off from their jobs, including additional funding for states' unemployment programs.

- Bolsters unemployment insurance including nutrition assistance and guarantees free diagnostic testing for the coronavirus.

- Provides up to 10 days of paid sick leave for some workers. It caps the amount for companies with 500 employees and would allow for those with fewer than 50 to apply for a waiver.

The economic relief bill marks the second such aid package to become law in a matter of weeks and comes at a time when the Trump administration is negotiating with Senators on an economic stimulus package to assist small businesses, American workers and specific sectors such as the airline industry impacted by the coronavirus. The White House has proposed a \$1 trillion stimulus package, which

would include sending direct cash payments to Americans.

The passage of this bill signals major progress in Congress's response to the coronavirus, though there are still many gaps it does not address.

In a related development specifically for SEATU members, Union Plus has made an important announcement regarding hardship grants. Those enrolled in Union Plus credit card, mortgage, loan or insurance programs who have been affected by layoffs due to the COVID-19 may be eligible for these grants that range up to \$500. Inquiries about this benefit may be directed to Kristy Clements, Union Plus Liaison, 5201 Capital Gateway Drive, Camp Springs, Maryland 20746, phone (301) 702-4432.



The Seafarers Entertainment and Allied Trades Union is **NOT** relocating our headquarters operations – but we're getting a new address, per government order, effective April 20, 2020. Only the street name is changing.

The new address is:

**5201 Capital Gateway Drive
Camp Springs, Maryland 20746**

The old address (since 1982) was 5201 Auth Way, Camp Springs, Maryland 20746. All phone and fax numbers for the building remain unchanged.

SEATU Directory

HEADQUARTERS

5201 Capital Gateway Drive
Camp Springs, MD 20746
(301) 899-0675

ALGONAC

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

ANCHORAGE

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

BALTIMORE

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

COLUMBUS

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

GUAYNABO

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

HONOLULU

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

HOUSTON

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

JACKSONVILLE

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

JOLIET

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

KANSAS CITY

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

LAWRENCEBURG

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

MOBILE

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

NEW ORLEANS

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

NEW JERSEY

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



NORFOLK

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

OAKLAND

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

PHILADELPHIA

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

PINEY POINT

45353 St. George's Avenue
Piney Point, MD 20674
(301) 994-0010

PORT EVERGLADES

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

ST. LOUIS/ALTON

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

TACOMA

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

WILMINGTON

510 N. Broad Ave.
Wilmington, CA 90744
(310) 549-4000



The official publication of the
Seafarers Entertainment and Allied Trades Union
5201 Capital Gateway Drive,
Camp Springs, Maryland 20746
Telephone (301) 899-0675
Direct inquiries to Nick Merrill, Editor

Officers:

Michael Sacco, President
David Heindel, Executive Vice President/
Secretary-Treasurer
Augustin Tellez, Vice President
Tom Orzechowski, Vice President



Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The two-week training courses begin with a week of "Norwegian" training, as specified by the vessel operator, followed by a week of fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. With an average class size of 18 students, over 2,900 SEATU members have completed their training since March 2014. Following are class photos from some of the most recent courses.



Above, in alphabetical order: Jason Blane, Scott Braun, Ivette Carrasco, Vincent Castro, Sherri Chadwick, Chenilin Hill, Brian Jones, Sandrine Lux, Thomas Meier, Allan Mendez, Sean Paszkowski, Nicholas Rader, Carlos Ramos, Thanh Ramp, Patricia Reid, Ricardo Ernesto Robinson Hawkins, Marc Sisco, Gabrielle Smith and Muhammad Whyly.



Above, in alphabetical order: Yvette Brion, Jorge Antonio Cardona Pineda, Robert Falato, Jared Henley, Blake Herington, Melea Holliman, Jillian Meyer, Brianna Motley, Tanner Nix, David Norman, Theodore Pappas, Berk Parenteau, Nathan Ploesser, Conner Reed, Melanie Smith, Mya Smith, Erika Sosa and Alan Trevizo. Instructor Gary Joy is also pictured above.



Above, in alphabetical order: Gregory Bennett, Jakob Chester, Jamell Conley, George Fernandez, Alexandra Gardner, Phillip Liwosz, Krystle Massie, Donovan McKenzie, Sara Meacham, Trevor Neve, Korenn Rachel Nottage, Rosa Ramirez Cruz, Kyunjre Randall, Cynthia Salgado, Helen Stadelmaier, Breanna Tidwell, Eva Vasadi and Ashley White.

The ENTERTAINER

SERVICE • HOSPITALITY • GAMING



Text “SEATU” to 97779
To Sign Up for SEATU
Text Alerts

Delegates Needed

Delegates are needed at workplaces in all SEATU jurisdictions. Contact your local union hall for more information.

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

Established by the Supreme Court in 1975, the rights guarantee employees the right to union representation during investigatory interviews with management. An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

If an employee has a reasonable belief that discipline or discharge may result from what they say during such an interview, they have the right to request union representation. It's important to remember that management is not required to inform employees of their Weingarten rights; employees have the responsibility of knowing that these rights exist and to request that they be invoked when appropriate.

Copies of the Weingarten Rights are posted on all union bulletin boards. They also can be accessed on SEATU's web site at www.seatu.org, linked under the Members Rights section. Individuals with questions regarding these rights should contact their SEATU representative, delegate or shop steward.

Become Familiar With Your Labor Contract

All SEATU members, especially those in bargaining unit classifications, are reminded to obtain, read and become familiar with the provisions of their labor contracts.

It is equally important to be aware of the company's policies and procedures where labor issues are concerned. Knowledge of both better enables members to invoke their rights as necessary and protect them when threatened.

Those desiring copies of their labor contracts should contact their on-site delegate or visit their union hall.

Support Your Newsletter

All members are encouraged to share their ideas for stories and photos with the editorial staff of *The Entertainer*. Become the eyes and ears in your work areas by staying abreast of newsworthy events such as promotions, awards, retirements, participation in community activities, etc.

The Entertainer staff would also like to know about anyone who has or participates in unusual hobbies for possible feature stories.

Contact your union representatives with any tips you may have so that we can give recognition to those who richly deserve it.

House Passes PRO Act to Strengthen Labor

AFL-CIO President Richard Trumka called it “the most significant step Congress has taken to strengthen labor laws in the United States in 85 years and a win for workers everywhere.”

The U.S. House of Representatives on Feb. 6 passed the Protecting the Right to Organize Act (HR 2474), with bipartisan support. The final tally was 224 in favor and 194 against.

Also known as the PRO Act, the bill would change some of the nation's labor laws by penalizing companies that retaliate against workers who try to organize. The bill aims to strengthen collective bargaining rights, and to weaken state-enacted right-to-work (for less) laws.

For example, there are currently no penalties on employers and no compensation for a worker when an employee is fired or faces retaliation for trying to organize a union. As passed, the PRO Act would call for fines for violations of the National Labor Relations Act. It would require the National Labor Relations Board (NLRB) to go to court for an injunction to reinstate workers if the NLRB believes they illegally have been retaliated against for union activities.

The PRO Act also establishes a timely process for gaining a first contract – including mediation and, if needed, binding arbitration. The bill would permit unions and employers to reach a “fair share” clause requiring all workers covered by a collectively bar-

gained contract to contribute towards the cost of bargaining and administering the agreement in all 50 states.

Among its reforms, the PRO Act would repeal the section of the Taft-Hartley Act that permits states to enact so-called right-to-work laws. It also would outlaw “captive audience” meetings where bosses can force workers to listen to anti-union presentations, often from outside consultants (better known as union-busters).

The bill will also tighten the definitions of independent contractor and supervisor, making sure that eligible workers can organize if they so choose. The legislation would prohibit employers from permanently replacing strikers.

At a press conference in the U.S. Capitol on Feb. 5 conducted by Speaker Nancy Pelosi, Trumka let others know the importance of the bill: “Those who would oppose, delay or derail this legislation, do not ask us – do not ask the labor movement – for a dollar or a door knock! We won't be coming!” he said.

Pelosi said, “I am so proud to stand here with Richard Trumka, the president of the AFL-CIO; Chris Shelton, president of Communication Workers of America; Jennifer Dornig, president of Department for Professional Employees of the AFL-CIO; John Samuelson, president, Transport Workers Union; Jim Slevin, president, Utili-

ties Workers Union of America; Tim Driscoll, president, International Union for Bricklayers and Allied Craftworkers; and representatives of many other unions who are here with us today.”

Also speaking at the press conference were House Education and Labor Committee Chairman Bobby Scott (D-Virginia), U.S. Rep. Frederica Wilson (D-Florida), U.S. Rep. Donald Norcross (D-New Jersey), U.S. Rep. Pramila Jayapal (D-Washington) and U.S. Rep. Andy Levin (D-Michigan).

“We all want to talk about a seat at the table,” Pelosi said. “The most important table to us is America's kitchen tables, where families come together to make decisions about their families. And we don't want them to have to struggle unnecessarily, when there is an opportunity for them to do better. And I want to thank the AFL-CIO and all in the labor movement for what they have done to make the future better for so many families in America.”

She added, “This is so important to America. It's so important to our economy. Nothing is more important to our economy than the education of our children and also to have purchasing power on the part of the middle class. That can only happen when workers get respected for the work that they do and receive the wages and salaries that they deserve. And so, the PRO Act is a vehicle in that direction.”

SEATU Notebook

Algonac/Detroit Metro

Current Delegates:

M/V Detroit Princess

Bar Staff: CaSandra Houston

Wait Staff: Seeking volunteers

Kitchen Staff: Anthony Young

Boston

Current Delegates:

Plainridge Park

Food & Beverage: Rob

Bergeron, Jenee Jene, Russ

Selvitella, Stephen Stern

Player Services: Jim Didio

EVS: Keith Hayward

Seeking Delegates: Mutuels, Deep Cleaners, Cooks, Barbacks, Stewards

Chicagoland/Joliet

Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.

Hollywood Casino Joliet:

Marsha Gavin, Manuel Peralta

Majestic Star: Matoya Coleman

Ameristar: Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.

Current Delegates:

Restaurant: Daniel Long

Hotel-Housekeeping: Lucia

Colon

Galley/F&B: Seeking

volunteers

Bar/Gift Shop: Seeking

volunteers

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.

Food & Beverage: Lewie Hunt,

Abbey Heller

Slots: Alfonso Hernandez,

Kariena Persons

Slots Steward: Celeste Hawkins

Maintenance: Donna Miller

Player Services: Crystal Malone

Lawrenceburg

Current Delegates:

Slot Attendant: Carl Marting

Slot Technician: Nick Hall

EVS Steward: Warren Walls

Cage & Credit: Linda Richter,

Food & Beverage: Cassandra

Cole

Guest Services: Seeking

volunteers

Wardrobe/Gift Shop: Seeking

volunteers

Hotel: Linda Hensler

Maintenance: Kyle Callahan

Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.

Current Delegates:

Hollywood Casino Perryville

Food & Beverage: Beth Knight

Table Games: Seeking

volunteers

Poker Dealer: Bill Monahan

Maryland Live! Casino

Food & Beverage: Glory

Warrick

EVS: Seeking volunteers

Housekeeping: Seeking

volunteers

Baltimore/Washington International Airport

Lead Delegate: Shauntae

Dawson

New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.

Current Delegates:

MOPS: Seeking volunteers

Food & Beverage Hotel:

Seeking volunteers

Bell/Luggage Attendants:

Seeking volunteers

Maintenance: Tony Blanks

(chief delegate)

Boat: Trina Hester

Ohio

Miami Valley Gaming

Cage: Kyle Bauer

Count Room: Daniel Estle

Gaming Attendants: Gwen

Nevin, Gina Fumi-Fiamawle

Gaming Technician: Shawn

Brown

Facilities: Andrew Johnson

Food & Beverage: Carlos

Mendez, Kerri Gates

Player Services: Tom Cox

Warehouse: Tabitha Stephens

Hollywood Gaming Dayton

Raceway

VLT: Nieawna Russel

F&B: Jackson Wolph

Facilities: Scott McCane

Cage: Amy King

Mutuels: Linda Yeatman

Hollywood Gaming at Mahoning

Valley

Current Delegates:

Food & Beverage: Nilsa

Lipscomb, Dasia Flenoury

VLT: Justin Teaque

Facilities: Mike Morris,

Retail: Joyce Pishkur

Riverside

Current Delegates:

Cage: Pam Knapp

Food & Beverage: Jaime Edge,

Pam Lewis

Hotel: Cathy Estrada

Maintenance: T.J. Curtis

EVS: Jackie Hibbs

St. Louis/Alton Metro

Current Delegates:

Food & Beverage: Maggie

Roy, Dennis Baker, Lisa Longo

Housekeeping: Georgetta

Sanders

Cage & Credit: Hope Jones

Marine Crew: Merle Caselton

Count Team: Chloe Lake