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The ENTERTAINER

SERVICE • HOSPITALITY • GAMING

PRO Act Reintroduced

Editor's note: This article was written by Mark Gruenberg from Press Associates. It has been lightly edited for local style.

With strong union support, a bipartisan group of lawmakers – led by Sen. Bernie Sanders (Ind-Vermont) – accompanied by other Democrats and Rep. Brian Fitzpatrick (R-Pennsylvania) reintroduced the Protect The Right To Organize (PRO) Act, labor's top legislative priority.

But while the March 5 press conference in the nation's capital turned into a parade of endorsements – led by Sanders, AFL-CIO President Liz Shuler and Senate Minority Leader Charles Schumer (D-New York) – its prospects are uncertain at best in the Republican-led Senate and virtually DOA in the highly partisan Republican-led House Education and the Workforce Committee.

Even Sanders recognized the problem, by implication, when he mentioned that when he chaired the Senate Labor Committee in the last Congress, the panel approved it. What he did not say is that it was by a party-line vote.

Further, "sadly, it never came to a vote" on the Senate floor, Sanders said. Schumer, then majority leader, wouldn't call it up unless Sanders could find enough senators to halt a planned Republican filibuster, orchestrated by the corporate class. He couldn't. Sanders, politely, didn't say that.

That won't stop Sanders, the federation, House Education and Workforce top Democrat Bobby Scott of Virginia and their allies from trying again. After all, the story they heard from Kieran Cuadras, of Wells Fargo Workers United, a Communications Workers-aided campaign, spurred them on.

Cuadras works in the financial services sector. It's one of the least unionized. As recent prosecutions, scandals, high interest rates charged to borrowers and low interest or none paid to depositors reflect, it's also among the most corrupt in its executive suites and trading arms.

Indeed, it was a massive scandal at Wells Fargo, where its traders fabricated accounts in customers' names, then reaped the proceeds, that prompted the unionization drive. The Wells Fargo Workers United won, but with a struggle marked by rampant criminal labor lawbreaking by the bank.

Sen. Bernie Sanders (I-Vermont)

Rep. Brian Fitzpatrick (R-Pennsylvania)

Liz Shuler
President, AFL-CIO

Cuadras, a 22-year Wells Fargo worker, as a teller, branch manager and investigator, helped lead the campaign. She's familiar with unions, as her husband is a Laborer.

After the massive federal fine for the scandal, "I'd like to say things have changed" at the bank, Cuadras said. "But I saw firsthand how Wells Fargo still uses shortcuts to create the illusion of fewer complaints" investigators must solve. "They're closing too many investigations prematurely. Managers pressure workers on 'meeting sales outcomes,' which is just code (words) for sales quotas.'

"We chose to form a union to change the policies that led to the fake-accounts scandal and to protect our jobs from being outsourced," she said. Then the trouble began.

Wells Fargo managers called workers into private one-by-one conference calls and quizzed them about the union. They held so-called "captive audience" meetings – now outlawed in several states – featuring anti-union harangues full of lies about how the union "would take their money." Lawyers from a top union-buster, Littler Mendelson, led those sessions, the NLRB reports. Managers even threatened the workers would be fired.

And just before the union election last October, that's what Wells Fargo bosses did. They fired, illegally, a dozen leaders of the organizing drive, Cuadras included. The union won anyway, but Wells Fargo is appealing the victory and refuses to bargain. And all the tactics it used, except the captive audience meetings, but especially the firing threat and actual firings, broke labor law.

"CEOs have got to be held accountable for their illegal union-busting" said Cuadras. Which is the point of the legislation.

The PRO Act is designed to halt those abuses and enact protections, including mandatory arbitration of first contract disputes, card-check recognition, and higher fines for labor law-breaking, though not jail terms for malefactors. It would be the most consequential pro-worker labor law rewrite in decades.

The abuses have mounted ever since the Republican-crafted Taft-Hartley Act of 1947 emasculated the original New Deal-era National Labor Relations Act. It turned organizing drives into obstacle courses for workers seeking rights on the job. As speakers at the PRO Act session pointed out, it's profitable for firms to break the law against their workers, because penalties are so light.

Shuler declared the time is politically right to pass the PRO Act. Organized labor's popularity – a 70%-71% approval rating in the last two annual Gallup polls, is at an all-time high. "Every other issue splits right down the middle," she noted.

Though Shuler didn't say so, the mass and illegal firings of federal workers – union and non-union – this year have driven union membership up. For example, the Government Employees set a goal of adding 25,000 new members, net, for this year. They exceeded it on Feb. 10. And National Federation of Federal Employees President Randy Erwin reports his union, a Machinists sector, has added 10,000 members this year.

"Workers are seeing (corporate profits) go up and up," Shuler said, prompting Sanders to say that in the last 52 years, not only has union density declined, due to corporate hate, but so have wages, adjusted for inflation. "A union member makes more money, has more power and has more of a voice on the job," the AFL-CIO leader added. But the corporate bosses hate unions so much "because they think we're a threat" to their hegemony.

"Workers are unified," she declared. "They see the rules are written for the richest and most powerful, and they want to stand up for fairness and opportunity."

Labor Defeats 'Right to Work' (for Less) Legislation in NH

The AFL-CIO issued the following statement following the defeat of a recent attempt to introduce statewide right to work laws in New Hampshire.

Workers marched in protest of the legislation outside the New Hampshire statehouse. Photo courtesy of the AFL-CIO.

In a win for working people, the latest version of "right to work" legislation introduced in the New Hampshire Legislature last week has been indefinitely postponed, effectively killing the bill.

Different iterations of House Bill 238-FN have been introduced dozens of times since the 1980s, all seeking to undermine union negotiating power and make New Hampshire the region's only right to work state.

"For the fortieth consecutive time, so-called 'Right-to-Work' is dead," said New Hampshire AFL-CIO President Glenn Brackett in a joint statement with other labor leaders. "Once again, today, a bipartisan coalition of legislators did their job, listened to their constituents, and voted to kill House Bill 238-FN, this year's version of the fraudulently titled 'Right-to-Work.' Every new legislature for the last 40 years has seen this attack on workers' rights and every legislature, regardless of which party is in the majority, has rejected it."

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President's Column

The Path Forward

One of our union's most important affiliations is the one we enjoy with the AFL-CIO, the nation's largest labor organization. I'm honored to serve on the federation's executive council; we met in mid-March in the nation's capital to candidly examine the political landscape while charting a successful course for America's working families.

David Heindel

In part, we concluded that during the period of this Congress and administration, with elected officials from both parties seeking to stand with working people, these leaders should understand that it is their actions – not just their words – that matter, and we will decide whether those actions are truly pro-worker based on the following questions:

Do those actions promote, expand, and strengthen the right of all workers to organize free and independent labor unions and collectively bargain, and does the elected official defend workers whenever we seek to exercise those rights?

Do those actions protect basic civil and human rights, including the right of workers to be free of discrimination in all its forms? Do they support tax policies that assure all parts of society pay their fair share and that reinforce working people's ability to lead productive lives?

Do those actions advance policies that create a level playing field for all workers, and family-supporting jobs for our nation, with strong wage and hour, health and safety, and other labor standards? Do they assure that all workers have opportunities to maintain a decent standard of living, including access to health care, education, Social Security, and other critical government services and benefits?

Do those actions adhere to constitutional principles and ensure a government that is responsive to the needs and demands of working people, including via the right to vote, the freedom of speech and association, adequately funded labor agencies to enforce our protections on the job, and a functioning, fully staffed civil service committed to the U.S. Constitution and serving the American people?

I'm not exactly giving away the answers to the test by saying that in order to truly stand with the working people of this country, politicians and appointees alike had better answer in the affirmative to all of those questions, and they'd better back up the answers with tangible actions.

While we could fill this entire edition with discussion about current events that are important to workers, I want to touch on one in particular: tariffs. The use of tariffs to ensure fair trade is a legitimate policy tool. However, the weaponization of tariffs to extract concessions unrelated to fair trade enforcement and predatory trade practices creates chaos without the promise of a better tomorrow and domestic job creation.

Tariffs can be part of a conversation about a strategic and meaningful plan to rebuild and advance manufacturing in America. Without a plan to rebuild and support our industrial base, renegade corporations will continue outsourcing jobs to foreign countries that cheat the system, and passing tariff costs to consumers while reaping record profits and reducing national security.

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Data Shows Women's Pay Gap Still Wide

Editor's note: This article was written by Mark Gruenberg from Press Associates. It has been lightly edited for local style.

Working women got some bad news on Equal Pay Day, March 25, this year: The pay gap between them and working men—particularly white working men, the "gold standard" of such comparisons, still yawns.

For every dollar a median income working man earns, a woman with the same credentials, experience and meeting the same standards earns 75 cents, the annual survey shows. That costs the median working woman just over $14,000 a year.

That means the working woman must toil all of 2024 and through March 25 of this year to equal what the equivalent working man earned in 2024 alone.

For decades, the gap ranged from 77 cents to 82 cents—except for unionized working women. Last year, the gap between unionized working women and unionized working men was 13 cents: 87 cents per dollar. And unionized working women lagged only eight cents behind the median for all workers.

The pay gaps are even wider for working women of color: 51 cents per dollar for Latinas, 52 cents per dollar for Native American women and 64 cents per dollar for African-American women.

The equal pay gap was 62 cents per dollar when the statistics started being compiled in the 1960s and it narrowed during the 1970s, but has stalled since then.

And while the pay gap data are available this year, they may not be there next year, the organizations compiling it warn. That's because they rely on pay comparability surveys from the federal Bureau of Labor Statistics and the Equal Employment Opportunities Commission. It tracks pay discrimination.

"If you don't have the ability to track or try to prove or enforce non-discrimination laws, that's going to be worse," Elise Gould, the labor-backed Economic Policy Institute's senior economist, told The 19th, a news site pitched towards women. "Those [cuts] are hugely detrimental. They're going in the wrong direction."

Responding, Rep. Rosa DeLauro, D-Conn., and Sen. Patty Murray, D-Wash., reintroduced the Paycheck Fairness Act. It would strengthen the 1962 Equal Pay Act, by mandating disclosure, in broad bands, of pay ratios between working men and working women.

The entire House Democratic Caucus co-sponsored the measure, but it will go nowhere in the GOP-majority House Education and the Workforce Committee. And the administration just issued a federal contracting rule that lets firms seeking federal funds discriminate on the basis of race, sex, gender, religion and several other factors.

DeLauro's bill, which she has pushed for decades, puts the burden of proof on companies to show they discriminate against working women for legitimate business reasons. It also mandates more data collection—and its publication.

"Six decades after passage of the *Equal Pay Act of 1963*, women working full-time or part-time still earn 75 cents for every dollar earned by men. We are in a cost of living crisis," said DeLauro.

"This must end. Equal pay for equal work is a simple concept: Men and women in the same job deserve the same pay. It is time we make it real it for the millions of women who are being unfairly undervalued in the workplace. Let's… empower working women by giving them the tools to ensure their contributions to the workplace are properly respected and reflected in their pay."

Murray, one of the Senate's most-senior and most-respected lawmakers, said:

"When you do the same work as your colleagues, you should get the same pay, and no one should get to rip you off and pay you less because you are a woman… For anyone who is serious about fighting for women—for anyone who is serious about ensuring our economy is built on merit and not undermined by discrimination—this is basic stuff.

"But… some of the richest men in the world, are right now eliminating a 60-year old executive order that helped ensure federal contractors don't discriminate against women, illegally firing commissioners at the EEOC, which enforces existing pay discrimination laws, and making it easier to rip workers off.

"Women don't want more discrimination. They don't want more of their pay stolen by bosses like Elon. They just want the pay they earned. They just want to be treated decently—and paid fairly no matter who they are."

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BLS Issues Annual Union Density Report

The Bureau of Labor Statistics (BLS) has posted its yearly report concerning union membership rates in the United States.

Among many other findings, the BLS noted that union workers "had median usual weekly earnings of $1,337 in 2024, while nonunion workers had median usual weekly earnings of $1,138." For an entire year, that's a difference of more than $10,000.

Responding to the report, AFL-CIO President Liz Shuler issued the following statement:

It's plain as day that more working people want a union now than at any point in our lifetimes. Across our economy and in every part of the country, workers are standing together to demand fair treatment, better wages, and dignity and respect on the job. Our organizing has resulted in remarkable victories in traditional and emerging sectors like manufacturing, health care, clean energy, infrastructure, retail and restaurants, hospitality, and on college campuses, in technology, in public service and much more.

Today's BLS numbers don't begin to tell the real story of the desire workers have to join a union. The number of union elections has doubled since 2021, boosted by efforts from the previous Biden administration to give workers a fair shot at joining a union. In 2024 alone, there were nearly 1,800 union elections, with workers winning the vast majority. Many of these victories are not reflected in the numbers released today because employers are exploiting a broken system to delay bargaining a first contract. But these wins—including an election for the first-ever Whole Foods union in Philadelphia just last night—are proof positive of working people's incredible desire to join and form unions.

Public approval for unions is at a nearly 70-year high because in an economy that continues to heavily tilt to the wealthy few and leaves workers behind, the only way to get ahead is by joining together. The recent successful organizing campaigns at places like Starbucks, Amazon, Volkswagen, and other massive corporations show workers' momentum and hunger to join unions, no matter how many hurdles bosses and anti-union politicians throw our way. There are 60 million workers who would join a union today if given the opportunity, but between broken labor law and corporate bosses like Elon Musk and Jeff Bezos engaging in often illegal union-busting every year with little consequence, far too few get that chance. It's time for change.

We call on the Trump administration to live up to its campaign promises to support workers by prioritizing fixing America's broken labor law through the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act. These bills would finally update our archaic, broken laws and give workers what we so desperately want: a free and fair shot at joining a union on the job.

Our focus is simple: organizing and ensuring every worker in America who wants a union has the freedom to join one. Many unions are experiencing an all-time high in membership and continue to grow. The AFL-CIO is now nearly 15 million members strong with the recent affiliation of the Service Employees International Union (SEIU), the most unified labor movement we've seen in decades. This year, workers will continue to organize vigorously, flex our power through strikes and other workplace actions, and demand that corporate CEOs and politicians give us the respect we deserve.

Union Members Summary

The union membership rate – the percent of wage and salary workers who were members of unions – was 9.9 percent in 2024, little changed from the prior year. The number of wage and salary workers belonging to unions, at 14.3 million, also showed little movement over the year. In 1983, the first year for which comparable data are available, the union membership rate was 20.1 percent and there were 17.7 million union members.

These data on union membership are collected as part of the Current Population Survey (CPS), a monthly sample survey of about 60,000 eligible households that obtains information on employment and unemployment among the nation's civilian noninstitutional population age 16 and over.

Highlights from the 2024 data:

–The union membership rate of public-sector workers (32.2 percent) continued to be more than five times higher than the rate of private-sector workers (5.9 percent).

–The highest unionization rates were among workers in education, training, and library occupations (32.3 percent) and protective service occupations (29.6 percent).

–Men continued to have a higher union membership rate (10.2 percent) than women (9.5 percent).

–Black workers remained more likely to be union members than White, Asian, and Hispanic workers.

–Nonunion workers had median weekly earnings that were 85 percent of earnings for workers who were union members ($1,138 versus $1,337). (The comparisons of earnings in this news release are on a broad level and do not control for many factors that can be important in explaining earnings differences.)

–Among states, Hawaii and New York had the highest union membership rates (26.5 percent and 20.6 percent, respectively), while the lowest rates were in North Carolina (2.4 percent), South Dakota (2.7 percent), and South Carolina (2.8 percent).

Industry and Occupation of Union Members

In 2024, the number of employees who belonged to unions was similar in the public sector (7.0 million) and the private sector (7.2 million). The number of private-sector union members declined by 184,000 in 2024, offsetting the increase in 2023. The number of public-sector union members changed little in 2024.

The public-sector union membership rate, at 32.2 percent, also changed little over the year. The union membership rate continued to be highest in local government (38.2 percent), which employs many workers in heavily unionized occupations, such as police officers, firefighters, and teachers.

The union membership rate in the private sector declined by 0.1 percentage point over the year to 5.9 percent. Industries with the highest unionization rates in 2024 included utilities (18.7 percent), transportation and warehousing (15.8 percent), and educational services (13.2 percent). The lowest unionization rates occurred in finance (0.8 percent), insurance (1.2 percent), professional and technical services (1.2 percent), agricultural and related industries (1.4 percent), and food services and drinking places (1.6 percent).

Among occupational groups, the highest union membership rates in 2024 were in education, training, and library occupations (32.3 percent), protective service occupations (29.6 percent), and construction and extraction occupations (15.4 percent). Membership rates were lowest in farming, fishing, and forestry occupations (1.5 percent) and in sales and related occupations (2.7 percent).

Selected Characteristics of Union Members

In 2024, the unionization rate for women was unchanged over the year at 9.5 percent, and the number of women who were union members changed little at 6.6 million. Meanwhile, the unionization rate for men declined by 0.3 percentage point to 10.2 percent, and the number of men who were union members declined by 216,000 to 7.6 million. The gap between union membership rates for men and women has narrowed considerably since 1983, when rates for men and women were 24.7 percent and 14.6 percent, respectively.

Among the major race and ethnicity groups, Black workers continued to have a higher union membership rate in 2024 (11.8 percent) than White workers (9.6 percent), Asian workers (8.5 percent), and Hispanic workers (8.5 percent). Over the year, the union membership rate was unchanged for Black workers, while it declined for White (-0.2 percentage point) and Hispanic (-0.5 percentage point) workers. The rate increased by 0.7 percentage point for Asian workers.

By age, workers ages 45 to 54 had the highest union membership rate in 2024, at 12.6 percent. Younger workers–those ages 16 to 24–had the lowest union membership rate, at 4.3 percent.

In 2024, the union membership rate continued to be higher for full-time workers (10.7 percent) than for part-time workers (5.7 percent). Over the year, the rate for full-time workers declined by 0.2 percentage point, while the rate for part-time workers increased by 0.5 percentage point.

Union Representation

In 2024, 16.0 million wage and salary workers were represented by a union, little changed from 2023. The percentage of workers represented by a union was 11.1 percent in 2024, also little different than a year earlier. Workers represented by a union include both union members (14.3 million) and workers who report no union affiliation but whose jobs are covered by a union contract (1.8 million).

Earnings

Among full-time wage and salary workers, union members had median usual weekly earnings of $1,337 in 2024, while nonunion workers had median usual weekly earnings of $1,138. In addition to coverage by a collective bargaining agreement, these earnings differences reflect a variety of factors, including variations in the distributions of union members and nonunion employees by occupation, industry, age, firm size, or geographic region.

Union Membership by State

In 2024, 30 states had union membership rates below the U.S. average (9.9 percent), while 20 states and the District of Columbia had rates above it. All states in both the East South Central and West South Central divisions had union membership rates below the national average, while all states in both the Middle Atlantic and Pacific divisions had rates above it.

Ten states had union membership rates below 5.0 percent in 2024. North Carolina had the lowest rate (2.4 percent). The next lowest rates were in South Dakota and South Carolina (2.7 percent and 2.8 percent, respectively). Two states had union membership rates over 20.0 percent in 2024: Hawaii (26.5 percent) and New York (20.6 percent).

In 2024, about 29 percent of the 14.3 million union members lived in just two states (California at 2.4 million and New York at 1.7 million). However, these two states accounted for 17 percent of wage and salary employment nationally.

Federation Applauds Confirmation of New DOL Secretary

AFL-CIO President Liz Shuler issued the following statement on the Senate vote to confirm Lori Chavez-DeRemer as secretary of labor:

The AFL-CIO is encouraged by Lori Chavez-DeRemer's confirmation as labor secretary, given her history of supporting the freedom of workers to organize, join unions and other fundamental values of the labor movement. However, we remain clear-eyed that she's joining an administration that's been openly hostile to working people on many fronts in its first two months.

While in Congress, Chavez-DeRemer co-sponsored the Protecting the Right to Organize (PRO) Act and the Public Service Freedom to Negotiate Act, critically important legislation that would give workers a fair shot at joining a union and negotiating a better deal at work. She also worked with a number of unions on issues critical to their members, like supporting registered apprenticeships to create a skilled worker pipeline for construction jobs and introducing legislation to expand access to and increase student loans for airline pilot training programs. We were disappointed to hear her criticize some of the PRO Act's provisions at her confirmation hearing, but we remain hopeful that the values that guided her support of workers during her congressional term will also guide her at the helm of the Department of Labor (DOL).

Taking over the DOL in this administration is no easy task. Whether she is successful or not will depend on whether she uses her influence to be an effective voice for workers in a sea of Project 2025 appointees who are attempting to dismantle critical worker protections and priorities. We hope so, and the labor movement is committed to working closely with her to keep workers' needs in focus. More than ever, working people need someone at the Labor Department who will stand up to corporate bosses and billionaires and do what's right.

As she assumes duties as head of DOL, we urge Chavez-DeRemer to use her position in the Trump Cabinet to advocate forcefully for working people who depend on the Department of Labor to vigorously defend our wages, health and safety, and freedom to join a union. We also urge her to stop the DOGE purge of DOL employees who uphold our nation's federal labor laws, protect working people's sensitive private information, and push back on any attempts by the Project 2025 agenda to gut the rules that protect working people on the job. Offices like the Occupational Safety and Health Administration,

Lori Chavez-DeRemer
Secretary of Labor

Mine Safety and Health Administration, and Wage and Hour Division, to name a few, are critically understaffed. We urge her to increase funding and staffing for these critical enforcement agencies whose sole purpose is to protect workers on the job. The labor movement looks forward to working with Chavez-DeRemer to ensure she's a voice of reason within this administration.

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 one-week course includes training specified by the vessel operator and approved by the U.S. Coast Guard, and includes 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. In each photo on the following pages, all members are listed in alphabetical order.

Among those pictured: Bladimir Aleman, Christie Ayles, Joshua Beckman, Haley Boggess, Jake Collins, Dwayne Gould, Martin Green, Tiffany Hostos, Matthias James, Daniel Jury, Amy Lee, Jeffrey Lindblom, Anna Marks, Jennifer Rankin, RaeAnna Rash, Adam Rosichan, Deantria Ross, Fabian Tabb, Zander Tweet, Andre Vierra and Shonda Vierra.

Above (not all are pictured): Daniel Bailey, Iyonna Barbee, Jay Benner, Tryston Brown, Dahuan Bullie, John Campbell, Tamere Dancey, Siena Marrero, Nitza Miranda Crespo, Keyon Mosley, Jamere Parker, Dion Perkins, Nicholas Radcliffe, Shawna Ratto, Maria Rebollar Pescador, Gabriel Rodriguez, Jarvis Sester, Jacqualin Shine and KC Taylor.

Above: Samuel Ablett, Anthony Ballou, Caitlin Bower, Jonathan Chan, Dallas Dancer, Luis Diaz, Michael Florian, Shaebrielle Freeman, Marche Hallums Flowers, Heather Keene, Angel Lewis-Akins, Anthony Lutin, Briana Mattice, Ivan McGee, Hekettumre Mitchell, Kanajah Neal, Taeyques Ploughman-Rayon, Yhuulvens SaintCyr, Tamryn Trevino, Tuyet Trinh and Carolyn Washington.

Above: Casia Abney, Trinity Aguinaga, Julius Alvarez, Francyne Asano Figueiredo, Vincent Braison, Tayana Cetoute, Jayson Diaz, Pilar Diaz-Patigno, Claudio Guerra, Christina Hayes, Erwin Jayme, Manuel Marquez, Robee McSane, Kevin O'Malley, Angel Ortiz, Undrea Park, Grayson Parks, Joshua Ramos, Priscilla Randolph, Naomi Rodas and Makayla Vimont.

Above: Erica Bisbey, Jaqurias Blackmon, Athena Bousquet, Liam Carson, Daniel Clarke, Austin Dixson, Felicia Fagley, German Gonell Castillo, Jacob Graham, James Griese, William Hayes, Yijun He, Christopher McDavid, Lanell Rocha, Dayanara Sanchez Moreno, Johnathan Sciog, Tyimanii Sixx, Jamia Smith, Michal Thompson, Brielle Welch and Marsi Wilson.

Above (not all are pictured): Andrew Aleman, Bryan Barriga, Jeremy Best, Jonathan Bradford, Winston Brown, Camron Charneco, Rafael Corpuz, Lynell Davis, Alicia DeVore, Edson Dos Santos Alves, Evan Enriquez, Damien Gadsden Jr., Aurelio Garcia III, Ty-Anthony Goston, Juan Guerrero, Fisseha Habtemariam, Gary Hench, Khangnick Her, Jaime Hill, Robert Innes and Brandy Johnson.

Above (not all are pictured): Rekha Beals, Jeremiah Joseph, Naomi Lewis, Venasija Lewis, Devin Lewter, Claire Ligeros, Anastasia Llamas, Anfernee McGlasson, Jennifer Milich, Arkeria Nance, Danielle Padden, Jaylen Partin, Harmoni Ramsey, Charles Randall, Diego Rodriguez Guanipa, Nicholas Santiago, Lydia Swe, Dexter Thrash, Sierra Trainor and Courtney Westbrook.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center

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SEAFARERS ENTERTAINMENT AND ALLIED TRADES UNION
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Above (not all are pictured): Christopher Aronson, Rebecca Borowski, Darnell Burdin, Zachary Franks, Elizabeth Frisby, Nyree Gant, Angelia Hinton, Alexandra Hitchings, Marcello Lima, Maria Mendoza Mendoza, Hailee Monceaux, Megan O'Connor, Brian Orozco, Iremy Padron Santana, Maximiliano Rico, Lindsay Rubinstein, Sophia Sanchez, Ian Stewart, Jessica Tocila, Shakia Tyronce, Edgar Vasquez-Santana and Katherine Williams.

Above: Aron Ausch, Darius Bannister, Khalfani Bey, David Currier, Christopher Day Jr., Michael De Gaetano, William Drucker, Michelle Genua Martinez, Kevin Liberus, Tahir Meacham, Eladio Meyer-Palau, Marion Morris, Javon Muttilib, Christina Ocasio, Suzeline Petit-Homme, Sophia Sanchez, Mathew Senato, Alexis Sutherland, Cassandra Tifaut and Nicholas Warren.

Above (not all are pictured): Alfred Angel, Phillip Benjamin, Justin Berry, Athena Bousquet, Aleizia Bridges, Anndrea Cooper, Samantha Griffey, Simone Grooms, Amber Huyghe, TY'Vaughn Ivery, NaAsia Jones, Blakely Marquez, Andrew Melford, Celia Nathan, Jill Reddoch, Dylan Robinson, John Ruiz, Kennaja Simmons, Eric Tello Jr. and Sabrina Turin.

Among those pictured: Brooke Bradford, Kayla Brown, Marcus Callahan, Christopher Chapman, Laila Diaz, Marissa Fisher, Timothy Harris, Charles Houser, Zion Jackson, Ashton Kahn, Cheryl-Ann La Rosa, Julia Minotto, Damien Pate, Vincent Pham, Maria Rebollar Pescador, BreeAn Reeder, Brieanna Scott, Demarcus Sweeting, Kennedy Wagner, Demetrius Williams and Jessica Yancey.

Above (not all are pictured): Nai Ahn, Andres Alejandre, Blake Burton, Albert Colin, Roxana Crespo, Zachary Delus, Lamar Graham, Asani Jackson, Danye Lackland, Santiago Lartitegui, Marcel Mayo, Elijah Michel, Thomas Navarro Jr., Channieng Norton, Edithe Octama, Nathanael Ontiveros, Allena Rivera Williams, Colonnie Stanley, Delacia Thomas, Shanakay Thompson and Sharesa Ward.

Above: Arianna Appleby, Daniel Ballzigler, Rekha Beals, Aimiya Brear, Monica Broadbent, Justin Burgos, Abigail Casarez, Benjamin Cousino, Merylyn Custodio, Credell Dean, Charles Ebomuche, Tyree Fisher, Darryn Franco, Brent Gardiner, Caidan Gross, Ruben Herrera, Cornelius Hooper, Kyle Hoskins, Salahuddin Ismail, Jakari Johnson, Lorenzo Leonard and La Rysha Lewis.

Above (not all are pictured): Charles Macoy, Anajee Mason, Patricia Mathis, Edward Mercado Malave, Stephanie Moore, Brenda Nanius, Francesca Nixon, Genessis Perez, Harvey Perez, Hector Prado, Bryce Rittenhouse, Vanessa Rodriguez, Ernest Saenz, Emily Sailor, Joel Sanchez, Shayleigh Sochor, Garrett Spivey, Keiandria Thorns, Janel Turner, Omar Ware, Tonjala Ware and Jonathan Williams.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center

Above: Devren Alt, Regina Battle, Edwin Bonilla, Tina Borrero, Larry Bradford, Da-Jah Brown, Julian Candelario, William Diaz, Charles Ebomuche, Diana Ferguson, Mario Garcia, Demetrius Giles, Arthur Harrison, Bruce Jacome, Janal Lively, Kelly Melendez Hernandez, Xxavier Munoz, Ethan Noll, Leonidas Orfanos, R'Tavious Parrish, Janese Prince, Alan Saenz, Joseph Scott III, Danny Stenzel II, Shonta Taylor, Thomas Tran, Jecksan Vega Rodriguez, James Vergara, Keriona Verriett and Anthony Villagrana.

Above (not all are pictured): Gina Balice, Andrew Ball, Melissa Banas, Jean Cabling Zegura, Kenneth Carter, Shane Dimon, Beau Engler, Patrick Freeman, Andre Garcia, Jody Griffin, Morgan Griffin, Orion Harris, Nikita Kelly, Anthony Lynch, Heather MacDonald, Mercy Martey, Kiera McCarley, Warren McNeal Jr., Craig Ott, Joel Pedro, Jacob Rose and Taj Smith.

Above (Not all are pictured): Zackary Arthur, Millard Burch, Levi Cahill, Jaydon Carter, Angela Christensen, Toni Colenburg, Nasciere Cook, Mackenzie Downing, Magda Figueroa Santiago, Ramiro Galindo Munoz, Juan Garcia Cabrera, Kyle Gonda, Merlita Hale, Eros Hayati, Shane Hicks, Jermainie Holloway II, Jarrod Hong-Mitchell, Lanicia Howard, Cody Huddleston, Dakota Kelly, Steven Kozak, Larisa Kumm, Charles Macoy, Joseph Mieses, Dillon Myers, Dynasty Oliver, Alexander Penate, Isaiah Petteway, Enrique Pinedo Bugarin, Lorenzo Pompeo, Khiry Rounds, Ibrahim Shaw, Jaime Soto, Janel Turner, Nehemiah Vaughn, Carlando Watson, Samuel White, Tamara Wyman-Vargas and Garick Yelizavetskiy.

Above (not all are pictured): Austin Andonegui, Gabriel Austin, Jarius Breckenridge, Kaden Chapman, John Cotter, Krystal Dawsey, Taleaha Gregory, Rhonda Kane, Kay Kelly, Larry Lamb, Kenneth Mainegra, Adrian Martinez, John Matute, Jemima McCready, Jennifer Newport, Trevon O'Neal, Tobias Oliver, Dejan Perez, Vanessa Perez, Jabril Scott, Heath Smith, Breaden Thoman and Jessica Vega.

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The ENTERTAINER

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Delegates Needed

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

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

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

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

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

Become Familiar With Your Labor Contract

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

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

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

Support Your Newsletter

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

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

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

SEATU Members Sharpen Their Skills

The photo below was submitted by Instructor Pat Schoenberger (left in photo) during a recent lifeboat endorsement training with SEATU members sailing aboard the *Pride of America*.

SEATU Notebook

Algonac/Detroit Metro
Current Delegates:
M/V Detroit Princess
Bar Staff: Seeking volunteers
Wait Staff: Seeking volunteers
Kitchen Staff: Seeking volunteers

Boston
Current Delegates:
Plainridge Park
Food & Beverage: Seeking volunteers
Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 701-434-6000.

Chicagoland/Joliet
Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.
Hollywood Casino Joliet: Celestina Olaleye
Ameristar: Jim Jasman

Honolulu
The union is always seeking volunteers in all departments aboard the *Pride of America*.
Current Delegates:
Restaurant: Keith Shufelt
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: Susan Hunt
Slots: Abbey Heller
Maintenance: Seeking volunteers
Main Bank: 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: Seeking volunteers
Table Games: Jackie Holstein
Maryland Live! Casino
Food & Beverage: Glory Warrick
Bartender: Jeff Wunk
EVS: Seeking volunteers
Housekeeping: Seeking volunteers
Baltimore/Washington International Airport : Seeking volunteers
Rosecroft Raceway: Seeking volunteers

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
Gaming Attendants: Gina Fumi-Fiamawle
Gaming Technician: Shawn Brown
Food & Beverage: Kerri Gates
Hollywood Gaming Dayton Raceway
VLT: Nieawna Russel
Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.
Hollywood Gaming at Mahoning Valley
Current Delegates:
Food & Beverage: Nilsa Lipscomb
EVS: Ethel Smith
VLT: Keely Nance

Riverside
Current Delegates:
Cage: Seeking volunteers
Food & Beverage: Jaime Edge
Count Room: Jackie Hibbs
Slots: Sabrina Louthain
Maintenance: Ahmad Alzaidi

St. Louis/Alton Metro
Current Delegates:
Food & Beverage: Maggie Roy, Dennis Baker, Lisa Longo
Housekeeping: Seeking volunteers
Cage & Credit: Hope Jones
Marine Crew: Seeking volunteers
Count Team: Chloe Lake