

The

SEATU

SEAFARERS / AFL-CIO

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ENTERTAINER

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Lifeboat Training Onboard the Pride of America



These photos were taken during a recent lifeboat training session onboard the Norwegian Cruise Line-operated *Pride of America*, during which SEATU members sharpen their skills in case of an emergency.



NLRB Defends Union Casino Workers in First Cemex Ruling

Editor’s note: The following story was written by Alex N. Press for Jacobin.:

When workers at three Station Casinos properties in Las Vegas, Nevada — the Red Rock Casino Resort & Spa, the Boulder Station Hotel & Casino, and the Palace Station Hotel & Casino — started organizing to join the Culinary Workers Union in 2019, Station Casinos management kicked off a heavy-handed union-busting campaign. Now, thanks to a first-of-its-kind National Labor Relations Board (NLRB) ruling, the casino chain may be forced to recognize a union despite its workers not having won a union election.

According to the National Labor Relations Board earlier this week, managers engaged in “serious pervasive unlawful misconduct,” including, most colorfully, serving hundreds of Station workers free steaks branded with the words “VOTE

NO!” That incident took place two days before the workers voted in an NLRB union election in 2019: the result was 627 to 534 against joining the Culinary Workers Union. According to the board, the company did this because the quality of food served to workers was a major concern among employees. The NLRB found that the company’s misconduct began well before the NLRB vote and continued for months following it.

“The whole record reflects that [Station Casinos’] extensive coercive and unlawful misconduct stemmed from a carefully crafted corporate strategy intentionally designed at every step to interfere with employees’ free choice whether or not to select the Union as their collective-bargaining representative,” the board members wrote this week in their decision on the case, which involves sixteen unfair labor practice (ULP) charges filed by the union. “The centerpiece of [Station Casinos’] unlawful campaign was its tripart message promising and granting employees tremendous new benefits without the Union, threatening to withhold or withdraw these benefits if employees selected the Union, and implicitly threatening that selecting the Union could only lead to years of fruitless bargaining without any improvement to working conditions.”

In its decision, the board issued Station Casinos its first-ever Cemex bargaining order, making the Las Vegas dispute the test case for a tool the board hopes will discourage employers from breaking the law; currently, there are few deterrents to such criminality on the boss’s part. The Cemex order’s name comes from a 2023

case against a building materials company, and it applies in cases where an employer’s lawbreaking during a union organizing campaign is severe enough to necessitate rerunning an NLRB election.

The process is as follows: if workers request their employer voluntarily recognize their union and the boss instead petitions the board for an election, only to then violate labor laws during the campaign, rather than rerunning the election — a protracted process that can stall a union’s momentum — a Cemex order requires the employer to recognize the union regardless of the election outcome, compelling them to begin contract negotiations.

In addition to the Cemex order, the NLRB ordered Station Casinos to remove workers’ photos from an anti-union website created by the company, as well as to reinstate with back pay a pro-union worker who had been fired, finding that the reasons given for her termination “were a pretext devised or directed by senior executives to ensure that there would be fewer union leaders in the voting unit in the event that a new election was ordered.”

Station Casinos can appeal the decision to federal court and challenge the order to bargain with the union. In a state-

ment to the Huffington Post, the company said it was reviewing the decision.

There are a number of other candidates for Cemex orders in the works: workers at a Trader Joe’s location in Manhattan want one too, for instance. And there are other cases coming down the pike: the Teamsters have increased the intensity of their efforts to organize with Amazon workers as well as the armies of subcontracted drivers who deliver the company’s packages to customers’ doors. In the case of the latter, workers want Amazon to be classified as a joint employer and consequently forced to bargain a contract with them. Should they request voluntary recognition as they unionize, forcing their employers to petition the board for formal elections only for Amazon to then retaliate, the board could issue a Cemex order.

None of this has been tested, and Station Casinos’ owners, brothers Frank and Lorenzo Fertitta, have proven willing to resist their workers’ demands — their properties are among the few holdouts in Las Vegas’s heavily unionized casino and hotel industry. In other words, we now have a new test of just how far employers are willing to go to challenge not only their workers, but the board itself.



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President's Column

Ahead of Election Day

Since there is no escaping the media coverage or the ads, none of us can forget for more than a moment that 2024 is an election year. While the runup can be tiresome, the results will have a big effect on our union.

Right off the bat, I encourage our members to be mindful not just of the presidential race, but also your respective congressional, state and local elections. They all matter, and in some cases, the ones closest to home may have the largest impact.



David Heindel

With that said, having a pro-worker administration and a pro-worker U.S. Congress makes an enormous difference in our capacity to provide good jobs and job security for SEATU members. As a consequence of all the inevitable noise that comes with politics, people sometimes may become distracted from the crucial need for all of us in the labor movement to support the candidates

who support our issues and our lines of work. That may sound like basic common sense, but how many times have you heard about folks voting against their own best interests?

Both SEATU and our parent union have long records of bipartisan support, and that'll never change. We support the candidates who support workers and our industries, regardless of political party.

The current administration has been, hands down, the most pro-worker, pro-union administration I've ever seen. These are not just sound bites from the campaign trail; they're the truth.

President Biden is the first president to ever walk a picket line, and he didn't do so for a photo opp. His record throughout his first term demonstrates that he's the right choice for working people. He has led our economy out of crisis with record-low unemployment; made historic investments in America's infrastructure, manufacturing and good union jobs; strengthened workers' rights; protected our retirements; boosted Buy American rules; lowered prescription costs; and more.

Although the president's pro-labor executive orders and pro-worker National Labor Relations Board rarely make front-page news, they have been massively important for America's working families. They have facilitated higher wages, workplace safety, and a resurgence in union representation elections.

By contrast, as spelled out by the AFL-CIO, the prior office holder "told us in 2016 he would stand with workers. He lied. The difference now is that he has a record he can't hide from. And that record was catastrophic for workers. He spent four years in office weakening unions and working people while pushing tax giveaways to the wealthiest among us. He stacked the courts with judges who want to roll back our rights on the job. He made us less safe at work. He gave big corporations free rein to lower wages and make it harder for workers to stand together in a union."

Like I said, it's not about the capital letter after a candidate's name. It's about where they stand on workers' rights and good jobs here at home. I encourage all of our members to stay informed on the key issues and to support the candidates who'll be best for your livelihood and your community.

Last but not least, we would all do well to take plenty of deep breaths between now and Election Day, and to give people the benefit of the doubt. I've been encouraged by some of the press coverage I've consumed in recent weeks – articles that solidly reflect the large number of Americans who are moderate.

At other times.... Well, I'm not saying that the news media routinely sensationalizes its stories, but let's face it: The more jarring the headline, the more likely we probably are to click or tap or stay tuned. It's a modern-day reality of the news business.

Let's keep it civil, get the facts, and get out the vote.

SEATU Leadership Hits Capitol Hill in Support of Labor

SEATU officials on April 10 helped promote the U.S. labor movement during a day-long series of meetings on Capitol Hill. Those gatherings were part of the yearly Maritime Congressional Sail-In, a grassroots bipartisan

effort that has become an industry staple (during non-pandemic times).

Representing SEATU were President David Heindel, Vice Presidents Augie Tellez and Bryan Powell, and Political Director Brian Schoeneman.



From left: MEBA Sec.-Treas. Roland Rexha, SEATU President David Heindel, U.S. Rep. Marc Molinaro (R-New York), Maersk's Aram Dossdourian, James Tobin of the USMMA.



SEATU VP Bryan Powell (right) and his group meet with a representative from the office of Sen. Marsha Blackburn (R-Tennessee).

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Pro-Worker Legislation Reintroduced

The office of U.S. Rep. Jerrold Nadler (D-New York) has issued the following news item. As noted in the release, the SIU, the parent union of SEATU, supports the legislation. The SIU also is part of the Department of Professional Employees, which also backs the bill.

Today, U.S. Representative Jerrold Nadler (D-NY-12), Ranking Member of the House Judiciary Committee, U.S. Senator Patty Murray (D-WA), a senior member and former Chair of the Senate Health, Education, Labor and Pensions (HELP) Committee, and U.S. Representative Robert C. “Bobby” Scott (D-VA-03), Ranking Member of the House Committee on Education and the Workforce, reintroduced their bicameral Restoring Justice for Workers Act, legislation to end forced arbitration clauses and protect workers’ ability to pursue work-related claims in court. Nadler, Murray and Scott first introduced the bill in 2019.

The bill would override the 2018 Supreme Court decision, *Epic Systems v. Lewis*, which allowed employers to continue to enforce arbitration clauses against workers. These arbitration clauses prevent workers from banding together to enforce their legal rights and are often buried in the fine print of employment contracts, meaning many workers are not aware they’ve waived their rights. The use of forced arbitration clauses that block workers’ access to the courts has led to widespread non-enforcement of workers’ rights, including their right to minimum wage, overtime, and to a workplace free of discrimination.

“I am pleased to continue working with Ranking Member Scott and Senator Murray to ban forced arbitration in employment contracts,” said Rep. Nadler. “Forced arbitration strips working Americans of their opportunity to hold employers accountable for wage theft, discrimination, harassment and many other forms of misconduct. I am proud to re-introduce the Restoring Justice for Workers Act to put an end to this exploitation of American workers and to ensure they have equal protection under the law. Victims of corporate abuse and misconduct deserve their day in court. As the Ranking Member of the House Judiciary Committee, I’ll keep fighting until we have fully restored these rights by passing this legislation to end forced arbitration.”

“Forcing workers into signing away their rights, sometimes unknowingly, is just plain wrong—but it is still all too common and it is far past time we put an end to this practice,” said Senator Mur-

ray. “Forced arbitration leaves many workers without the legal recourse they need to fight back against discrimination in the workplace or unfair pay. I’m proud to once again be introducing this bill to protect the rights of every worker.”

“Workers should not be coerced into signing away their rights as a condition of their employment. Unfortunately, that is the reality for millions of workers across the country. Employers are increasingly using mandatory arbitration agreements to deny employees a fair venue to seek recourse for wage theft, discrimination, or harassment. The Supreme Court’s decision in *Epic Systems v. Lewis* went further by undermining workers’ rights to file joint, class, or collective legal actions. The Restoring Justice for Workers Act would help restore employees’ fundamental rights to have their day in court and join with their co-workers to hold employers accountable for unlawful conduct,” said Rep. Scott.

“This legislation will set the record straight – workers have a Seventh Amendment Constitutional right to join their colleagues and pursue justice when corporations treat their employees unlawfully,” said American Association for Justice CEO Linda Lipsen. “We thank Senator Patty Murray, Rep. Bobby Scott, and Rep. Jerrold Nadler for introducing this legislation to restore the legal rights of thousands of American workers.”

“Workers have the right to come together for better pay and working conditions, and should be able to have those claims heard in court. Right now, too many companies force workers to give up the right to collectively challenge workplace-wide lawbreaking by imposing forced arbitration clauses as a condition of getting a job. With these waivers, individual employees are forced into private, secret arbitration, and can only pursue their individual claim,” said Catherine Ruckelshaus, General Counsel, National Employment Law Project. “Banning workers from acting collectively and closing the door to public judicial review of job conditions exacerbates workplace-wide violations like wage theft and discriminatory hiring while further eroding corporate accountability. Forced arbitration already covers more than 60 million workers in the non-union private sector, including 59.1% of Black workers and 57.6% of women workers. Congress must immediately pass the Restoring Justice for Workers Act to restore workers’ access to justice and hold lawbreaking corporations accountable.”

“Binding arbitration clauses are one of the most pernicious tools employers use to control workers, forcing them to sign away the right to a day in court when their rights on the job are violated. While forced arbitration in cases of sexual harassment was finally banned in 2022, workers can still be forced to sign these agreements to arbitrate wage theft, unsafe working conditions, racial discrimination, and more in a secretive, biased process that is tilted towards the boss. This bill would go a long way towards empowering workers – even those who don’t have the protection of a union – to have full access to the courts and the opportunity to hold their employers accountable for breaking the law,” said Samantha Sanders, Director of Government Affairs and Advocacy at the Economic Policy Institute.

“I applaud the introduction of the Restoring Justice for Workers Act in this Congress. DPE and its Arts, Entertainment, and Media Industry unions are proud to include this important legislation in our DEI Policy Agenda for the 118th Congress. Ensuring that everyone can enforce their workplace rights is necessary for all creative professionals to be able to pursue middle class careers. I commend Senator Murray, Representatives Scott and Nadler, and the bill’s co-sponsors for acting to ensure that professionals are not forced into individual arbitration agreements that often tilt in the employers’ favor,” said Jennifer Dorning, President, Department for Professional Employees, AFL-CIO (DPE).

The Restoring Justice for Workers Act would:

- Open the courthouse doors for workers by prohibiting the use of forced arbitration clauses in employment contracts and prohibiting employers from requiring employees to waive their right to engage in joint, class, or collective legal action;

- Reverse the Supreme Court’s 5-4 decision in *Epic Systems*, which dismantled workers’ right to band together to hold unscrupulous employers accountable;

- Uphold the rule of law, a cornerstone of our democracy, by ensuring that workers’ rights are enforceable through our justice system;

- Ensure that post dispute arbitration agreements are not obtained by threat or coercion, that the agreement is understandable, and that the employee affirmatively consents to the agreement in writing and is fully aware of their rights in the workplace.

The bill is cosponsored by Senators Tammy Baldwin (D-WI), Richard Blumenthal (D-CT), Cory Booker (D-NJ), Sherrod Brown (D-OH), Bob Casey (D-PA), Catherine Cortez Masto (D-NV), Dick Durbin (D-IL), Mazie Hirono (D-HI), Amy Klobuchar (D-MN), Ed Markey (D-MA), Jeff Merkley (D-OR), Chris Murphy (D-CT), Alex Padilla (D-CA), Jack Reed (D-RI), Bernie Sanders (I-VT), Jeanne Shaheen (D-NH), and Elizabeth Warren (D-MA).

This bill is endorsed by the Alliance for Retired Americans, American Association for Justice, Department for Professional Employees, Economic Policy Institute, International Organization of Masters, Mates and Pilots, National Employment Law Project, and the Seafarers International Union.

Longtime Delegate T.J. Curtis Dies



Longtime SEATU Delegate **Thomas Josiah “T.J.” Curtis**, 69, of Hardin, Missouri, passed away April 3.

Curtis first joined SEATU in 1994, and retired in 2019. He worked in the maintenance department of the Argosy Casino Hotel and Spa in Riverside, Missouri, and served as a delegate throughout his many years of service.

According to SEATU Representative Amber Gibson, “T.J. Curtis was a very kind, hard-working member. He helped me get involved with SEATU when I was a new employee at Argosy, and I ‘grew up’ with him. We were Delegates together, and he supported me when I came into the Business Representative role. He was a good-hearted, mid-America/mid-west kind of guy that had a smile on his face at all times, but had no problem speaking up to help his fellow brother/sister. He was true-blue, and you always knew where you stood with him. He was a gentleman, but not a push over. They don’t make them like T.J. anymore.”

His union career was recognized in a ceremony held at the 2016 SEATU Convention, during which Curtis was presented with a plaque commemorating his service.

The family suggests memorial contributions be made to the T.J. Curtis Memorial Fund. They can be left at or mailed to Thurman Funeral Home, 507 East Main Street-P.O. Box 190, Richmond, MO 64085.

New Report Examines the NLRB During the Biden and Trump Administrations

Editor’s note: The following news article was originally posted by the Economic Policy Institute, described as: “a nonprofit, nonpartisan think tank working for the last 30 years to counter rising inequality, low wages and weak benefits for working people.

A new Economic Policy Institute report contrasts the actions of President Biden’s National Labor Relations Board (NLRB) appointees with the Trump NLRB. The report finds that the Biden NLRB has made great progress undoing the Trump NLRB’s anti-worker actions and has taken additional measures to support workers’ organizing and bargaining rights.

President Biden has nominated experienced worker advocates to the NLRB—including General Counsel Jennifer Abruzzo and NLRB members Gwynne Wilcox and David Prouty—and secured the largest increase in funding for the agency in nearly a decade. President Biden’s appointees have advanced the NLRB’s mission by addressing issues such as employee status under the law, the scope of concerted activity protected by the law, the representation process, and remedies for violations of the law. Further, the agency has reinvigorated its enforcement

of the National Labor Relations Act (NLRA) and expanded its outreach efforts to ensure that more workers can exercise their rights to a union and collective action with their co-workers.

The Trump administration, however, appointed corporate lawyers to the NLRB. A 2019 EPI report reviewed former President Trump’s NLRB appointees and found that they had systematically and dramatically eroded workers’ organizing and bargaining rights through decisions, rulemakings, and other actions, including hollowing out the agency by not filling vacancies.

“Given the vast difference between the Trump and Biden administrations’ records on workers’ rights, it should come as no surprise that the NLRB under the two presidents has been a study in stark contrasts. Whereas the Trump NLRB systematically rolled back workers’ rights, the Biden board has supported workers’ organizing and bargaining rights, which are at the core of what our labor law is designed to protect,” said Lynn Rhinehart, EPI senior fellow and co-author of the report. “The Biden administration must continue to push for additional funding and nominate experienced worker advocates for the agency to fulfill its mission.”

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.



Above: Tiana Coffman, Heather Cooper, DeAndrea Crossland Jr., Reginald Doucet, David Hipes, Sharmaine Jasper, Sean Kim, Brandon Martin, Tasia McCullough, Tyler Mitchell, MarKay Moore, Tonja O'Neal, Bryant Pittman, Rebecca Rump, Fernando Santiago Malave, Craig Schoedler, Tamia Spencer, Shari Stanley, Daylen Taylor, Peter Thomas, Spencer Thompson Jr. and Bryanna Williams.



Above: David Arana, Moises Atkinson, Christopher Baldock, Blair Brown, Jacqueline Brown, Malcom Bryant, Analiza Caluag, Maverick Carter, Sean Casas, Collin Cole, Shaquan Commodore, David Connell, Marcus Coomer, Kevin Durant Jr., Patrick English, Tyrek Gibson, Ricardo Jaime, Mark Payton Jr., Monique Trujillo, Adam Wenzell, Lindsay Whitman and Kiana Wusstig.



Above (not all are pictured): Terrill Kuykendall, Savannah Martinez, Brandon McMillian, Nerlande Oreste, Jesse Parish, Tiara Pollard, Khaleef Reed, Jona Rodriguez, Cory Roseboro, Liya Rubio, Robert Six Jr., Nathaniel Starr and Nathaniel Suiter Jr.



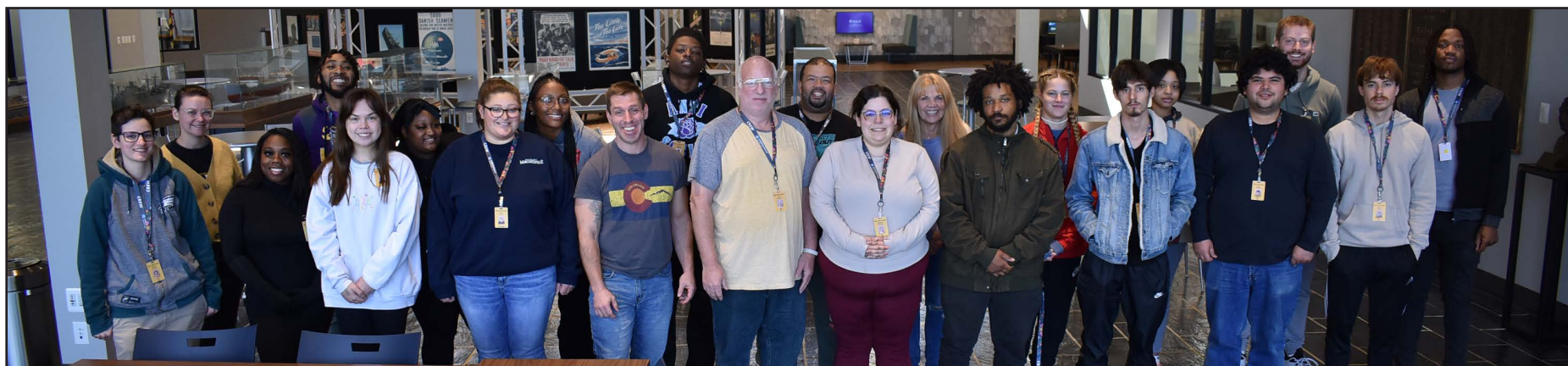
Above (not all are pictured): Yehuda Averick, Kaheem Brevard, Brijette Brockington, Reginald Clark, Brock Fonville, Naima Graham, Veronica Johnson, Carter Kaatz, Tanisha Leveque, Shang Liu, Andrew Lopez-Dailey, Devin Luce, Michael Luongo, Reid Miles, Austen Neiding, Kimberly Seago, Sydney Skinner, Desmin Smith, Megan Smith, John Tovar, Dylan Tulsie and Catlin Wolfe.



Above (not all are pictured): Rachel Babiak, Julian Banks, Jaquan Beckford Johnson, Cameron Brown, Stephanie Burgos Alamo, Jacquelynn Byrd, Allan Calderon, Rachel Character, Nicholas Clapp, Mila Colas Duclona, Bria Cole, Michael Cretella, Brent Crumb, Rasheed Davis Jr., Aleah Davis, Trevon Fields, Lenard Finley Jr., Scott Foster, Rysheem Green, Christina Harbaugh, Anthony Hayes and Rayquan Hayes.



Above: Maachah Hudson, Sarah Humphrey, Marion Keys, Mackenney Mackall, Jasmine Maldonado, Bryan McClure, Victor Medina Dennis, Anthony Moy, Theresa Munich, Leela Nations Field, Cassidy Newsome, Angela Phillips, Camden Pitts, Michael Rivers, Lauren Rowe, Alexander Rupp, William Schoedel, Dimuniqué Sowell, Tayler Thompson, Stephan Torres, Abigail Trippi, Jamilah Watson and Kajan Woods.



Above (not all are pictured): Juan Alvarez, Mark Bell, Todd Bowerson, Brittney Calloway, Lauren Carter, Frankie Daniels, Julian Daughtry, Drew Davis, Yomar Diaz Hernandez, Lenard Finley Jr., Daleiya Frazier, Meagan Goldfarb, Nevon Lafleur, Gustavo Leitao, Nya Lewis, Ava Lundy, Rebecca McDaniel, Angel Mendoza, Aaliha Pickens, Felicia Richmond-Barkan, Aiden Ross, Sara Smith, Jason Thompson and Isaiah Towery.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Laine Allemond, Timothy Baker, Lorraine Bennett, Michael Bolwaire Jr., Kierahn Botta Watson, Jamal Christian Jr., Dominick Cobey, Monique Cole, Hunter Connell, Destiny Craft, Alaisia Dillon, Michael Edwards II, Kayla Ewertz, Kyron Felton Ashutabi, Samuel Frias Jr., Justin Gillis, Evan Harley, Alondra Harris-Thomas, Hope Hartman, Maryruth Healy, Myron Hochrein, Tyler Jalbert and Ava Kiel.



Above: Monty Landreth, Esther Machen, Gabriel Martinez, Kaprina Menorath, Fahad Mohammed, Ricardo Moron, Jonathan Morris, Gilberto Ortega-Jimenez, Yuanyuan Pearsoll, Brandon Piatt, Azuree Purrie'r, Mosiah Rasmussen, Avery Razor, Jonathan Roede, Eric Schmidt, Scott Sharp, Ava Snider, Royale Trieu, Troy Walker Jr., James Wright and Manuel Zavala III.



Above (not all are pictured): Nadia Andrews, Anijhae Brown, Trevor Brown, Stafford Burns IV, Loren Cathey, Mathilda Diadhiou, Miriam Elzie, Jamil Glover, Glenford Green, Nicholas Hawver, Makiya Hemphill, Ryan Hofer, Jamieson Hudspeth, Tonte Ikirko, Kennedy Javor, Emma Jeffers, Skylar Kemble, Luke Klein, Kevin Linzey and Bradyn Lutsko.



Above: Girlyn Mahusay, Allan Maycock, Evelyn Mejia, David Miles, Tiahna Noel, Sandra Noronha, Wilma Nunez, Caleb O'Connell, Alex Outsen, Alexandra Paxton, Fabiola Previlus, Jhanae Ragland, Gerardo Sanchez-Orozco, Brian Sanders, Dayzha Shubert, Connor Stecher, Jadyn Xavier and Trevor Yokum.



Above: Ali Abdullah, Justin Allen, William Baker, Jade Boyce, Kyla Chargois, Rachel Dewitt, Santiago Freymann, John Henry III, Kyle Herman, Christain Hill, Josiah Jackson, Mary Jacob, Sydney Lewelling, Hayle Louque, Alexa McGowan, Daniel Medders, Brian Moore, Brandon Nelson, Nicholas Roche, William Sarver, Bianca Simeon, Johnnie Skinner Jr., Ikea Smith and Tynisha Walker.



Above: Jordan Bobo, Carlos Diaz, Toby Egizi, Jesse Garcia, Tejai Gross, Levi Helmuth, Curtis Herman, Bradey Koliba, Bradyn Lutsko, Kimberly Maldonado, Ch'Vonne Murphy, Matea Murphy, Aaron Rojas, Ariana Ross, Matthew Schrayter, Robyn Shaffer, Gary Strong, Jeudi Taing, Shatterrick Taliaferro, Kierin Towers and Brianna Trace.



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Above (not all are pictured): Lucas Arcelay Sanchez, Jacqueline Brown, Todd Bryan, Derek Deane, Samantha Dybing, Matthew Erwin, Victoria Ferguson, Kyle Gregerson, Lauralynn Hartley, Angel Jimenez, Victoria Moore, Tiarah Pack, Marisa Pollard, Randall Reed Jr., Angiedy Rivera, Drake Robins, Preston Sholl, Christopher Sugg II, Kyle Swanson, Samantha Wagner and K.C. Young.

Above (not all are pictured): Ryan Bergeron, Alexi Black, John Britt, Holly Canale, Nicholas Chandler, Miles Davidow, Jessica Deglandon, James Ensley, Kelija Farmer, McSandra Jules, Nathan Kalnitz, Sahdi Karim, Jessica Lam, Asia Legette, Saige Lofton, Alabaster Nottingham-Pope, Billy Portocarrero Valderra, Hunter Richey, Julissa Rivas and Jordan Wilson.



Above (not all are pictured): Ricardo Baptiste, Daniel Belk Jr., Jasmin Benitez Garcia, Rose Bennett, Jeremiah Bisbee, Jason Brock, Lynsey Clark, William Conway Jr., Ricky Cortez Jr., Ryan Crane, Alexia Crayton, Rachel Daniel, Zachary Early, Joseph Fasano, Daniel Felix Jr., Maria Francisco, Christopher Gla-dieux, Lakisha Gordon, Jamie Grigsby, Crystalline Harris, Dante Hicks, BennyEnrique Hinojos-Juarez and Bruce Hurst.



Among those pictured above: Demetrous Jackson, Kejian Jia, Jeremy Johnson, Jonathon Kalweit, Clovis Marrett Jr., Joseph Martin III, Micah Mason, Jose Pineda, Robert Roach, Sharrieff Saleem, Christopher Sanderson, Nickolas Scott, Rachael Sills, Percell St. Thomass, Sean Sullivan, Kvinde Torrie, Roopnarine Udit, Marco Antonio Valles-Ramirez, Chewendau Wil-liams, Robert Wright and Veronica Young.

Above (not all are pictured): Orlando Binet, Cameron Eichler, Journey Evans, Mary Frady, Nicole Garcia, Ulysses Garcia, Jaunti Glapion, Quentin Gray, Shayla Hall, Nathan Marcano, Ryan Patao, Victor Perez Guerra, Fitzgerald Rase, Richard Richards, Christopher Silva, Ashley Statom, Teresita Steveson, Jason Viseratana, Jamie Webb and Chewendau Williams.



Above (not all are pictured): Drue Baker, Hamit Baysi, Joshua Bell, Nicho-las Bencker, Corrina Blose, Stevon Brewster, Mina Bryson, Christopher Ferguson, Quincy Griffin, Tejay Henderson, Susan Hoefer, Isaiah Jackson, Sebastian Jimenez, Ruslan Migal, Vickie Pittman, Jeremy Robles, Triniece Rodney, Laura Stewart, Sherdeh Thompson, Carlos Vela, Kimberleigh Wil-liams and Franche Woods.

Above (not all are pictured): Kenny Berrios Lopez, Cedrick Boleware, Tiana Brown, Dairell Burnett, Candie Cintron, Chanscey Crooks, Amanda Davis, Montana Eggers, Hannah Faulkner, Shawn Fritz, Preston Gasser, Steven Gomez, Mario Hartford, Kevin Howe LaPrade, Xavier Kamau, Kristina Kopp, Douglas Mayers Jr., Jeanna Morse, Barry Padgett Jr., Yi Perng and Steve Truong.

Fun Savings **just for you**

Union Plus Entertainment Discounts offer savings to union families on everything from theme parks and the zoo to movie tickets and sporting events.



Savings for union families on
amusements parks

Save big bucks on attractions



See more at
unionplus.org



SEATU-AM-04-18-24



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.

AFL-CIO President, Secretary-Treasurer on Juneteenth

AFL-CIO President Liz Shuler and AFL-CIO Secretary-Treasurer Fred Redmond released the following statement to commemorate Juneteenth. The SEATU is an AFL-CIO affiliate; SEATU President David Heindel is a vice president on the federation's executive council.

Today, as communities around the country celebrate and reflect on the freedom of formerly enslaved Black people in Texas and the United States as a whole, the AFL-CIO reaffirms our commitment to racial justice and equity in the labor movement. We embrace Black power, resilience and joy, and we recommit ourselves to rooting out the scourge of systemic racism against our Black brothers, sisters and siblings in the workplace and in all corners of American life.

We also reckon with how we've failed in that sacred struggle, as economic disparities for Black Americans persist, more than 150 years after the abolition of slavery. Today's economy continues to exploit Black labor, promote wage disparity and block Black workers from good jobs. The gap in the homeownership rate between Black and white families is greater now than when housing discrimination was legal—and communities of color are more likely to live in places with polluted air and toxic water. Black students are more



AFL-CIO Secretary-Treasurer
Fred Redmond

likely to borrow money to go to college and to get crushed with student loan debt. And after a lifetime of hard work filled with so many disparities, older Black Americans are less likely to have the savings needed to retire with dignity. It is our shared responsibility to combat these injustices—and to say forcefully that Black Lives Matter.

Black workers are part of the DNA of America's labor movement. Dr. Martin Luther King Jr. believed that the Civil Rights Movement and the labor movement are intertwined, and collective bargaining remains one of the most powerful tools to ensure racial equity and fairness on the job. A union contract can make sure Black workers are included; workplaces are diverse and accessible; that there is equity in hiring practices, pay and advancement opportunities; and that all workers gain the skills needed for the jobs of today and of tomorrow. We won't stop fighting until every worker in this country can access the right to collectively bargain for a better life.

We wish a joyful Juneteenth to all who are celebrating today, and we stand shoulder to shoulder with you in the fight for a more perfect union.

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