

The ENTERTAINER

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Heindel Elected to AFL-CIO Executive Council



From left: AFL-CIO Secretary-Treasurer Fred Redmond, SEATU President David Heindel and AFL-CIO President Liz Shuler pose for a picture during the Executive Council meetings, which took place at the AFL-CIO headquarters in Washington D.C..

SEATU President David Heindel is the newest member of the AFL-CIO Executive Council.

Heindel was seated at the beginning of the organization's summer meeting July 18-19 at AFL-CIO headquarters in Washington, D.C. He is one of 55 affiliate presidents and other officers that collectively serve as the governing body for the federation of labor unions. SEATU is an affiliate of the AFL-CIO.

In thanking the council for its unanimous vote, Heindel declared, "Anything the Seafarers can do domestically and internationally for each of the affiliates, we are here to help."

Prior to Heindel's election, AFL-CIO Secretary Treasurer Fred Redmond read a statement thanking retired SEATU Presi-

dent Michael Sacco for his tenure on the council (the full text appears below).

AFL-CIO President Liz Shuler noted Sacco was the longest-serving member of the Executive Council when he retired. (He was elected in 1991.) She said she and Redmond were honored to have Sacco run their election to lead the AFL-CIO at last year's convention in Philadelphia.

The statement reads:

On the Retirement of Michael Sacco

The AFL-CIO Executive Council celebrates the service of our brother and friend, Michael Sacco, the longest-serving president in the history of the Seafarers International Union (SIU).

During his more than three decades as international president and six decades of

membership with SIU, Sacco proved to be a staunch champion for generations of merchant mariners and America's working families.

A native of Brooklyn, Sacco served in the U.S. Air Force before joining the Seafarers in 1958 and then working aboard U.S.-flag merchant vessels. In 1960, he came ashore to serve the SIU in a succession of union posts, including those of patrolman, port agent and headquarters representative. He served as vice president of the Seafarers Harry Lundeberg School of Seamanship from 1968 to 1979, and helped prepare the next generation of merchant mariners. From 1980 to 1988, Sacco directed the SIU's Atlantic, Gulf, Lakes and Inland Waters division as vice president, and in June 1988, the Seafar-

ers International Union of North America Executive Board appointed him president, a post he would hold for nearly 35 years.

In November 1991, Sacco was elected to the AFL-CIO Executive Council, beginning his tenure as its longest-serving member.

During his service as SIU president and president of the Maritime Trades Department, AFL-CIO, his leadership brought security and stability to the Seafarers, a successful merger with the National Maritime Union, and solidarity with the numerous maritime unions.

Mike Sacco dedicated his life to the SIU and to furthering the values of trade unionism. He is an inspiration to us all and we wish him a long, happy and healthy retirement.

Federation President Backs UAW

Statement from AFL-CIO President Liz Shuler on UAW members going on strike at Ford, General Motors (GM) and Stellantis:

When members of the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) went on strike at midnight, they sent a clear, unequivocal message to the country and the world that when working people stand together, united by justice and dignity, we have the collective power to demand the respect and fairness on the job we deserve.

Our message to the UAW members who are bravely striking to strengthen America for all of us is simple: We've got your backs and will stand with you however long it takes to win a fair contract that recognizes your value.

Every day, autoworkers give their hearts and souls to these companies, working to earn Ford, GM and Stellantis exorbitant profits reaching a quarter of a trillion dollars over the past decade. Instead of rewarding workers' commitment and sacrifice, the Big Three pay CEOs tens of millions while refusing to acknowledge the working people who are the backbone of these companies. Workers are striking for what we all deserve: fair pay, safety and security on the job; a clean energy future with good union jobs; and dignity in retirement.

This fight isn't just about autoworkers and their families, this is about creating a future where everyone can prosper. Gone are the days of corporations running roughshod over workers with impunity. We're fed up and ready to do whatever

is necessary to ensure companies give us the basic respect on the job we deserve, not just in the auto industry, but in every industry.

And the public is firmly in our corner. Seventy-five percent of Americans support autoworkers in this fight. That's because working people realize the only way we can get ahead in an economy that's been rigged against us for decades is through the solidarity and unity a union provides.



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President's Column

Union Strong, Now and Forever

Recently, AFL-CIO President Liz Shuler and Secretary-Treasurer Fred Redmond delivered an inaugural State of the Unions address, where they shared the results of a new, independent poll. That survey underscores the American people's strong, growing support of unions. The data shows that 71 percent of Americans back organized labor, with 88 percent of people younger than age 30 holding a favorable



David Heindel

view of unions. Don't overlook the fact that the under-30 demographic represents the future (and some of the present) of the nation's workforce.

At press time, there are important labor actions happening across the country. While signs are favorable that our brothers and sisters in the Writer's Guild of America have reached a new agreement with their workplaces, our fellow unionists in the UAW are still on strike, largely because of unfair wages and corporate greed. Likewise, the SAG-AFTRA job action continues – and that's also a strike that centers on fair treatment of workers.

As an affiliate of the AFL-CIO, our union supports the strikes. We stand in solidarity with those union members and their officials, and we definitely understand that a strike is always a last resort. Nevertheless, withholding one's labor is a basic right in this country, and we don't need to look into the distant past to know that such actions are effective.

As you'll read in this issue of The Entertainer, the labor movement is also receiving incredible support from the Biden Administration, and it starts at the top. In late September, President Joe Biden became the first sitting President to walk a picket line. He's frequently stated that he's the most pro-union President in American History, and he's certainly put those words into action. When I met with him in Philadelphia on July 20, he also expressed his commitment to the labor movement, even when the cameras were off.

Not coincidentally, our movement has also seen recent wins coming from the National Labor Relations Board, which issued a new ruling in favor of card-checks. This new guidance replaces one from 1971, and is even tougher on employers who would seek to commit unfair labor practices in the run-up to a union election. It's a fair ruling, and it helps level the playing field for employees who want to form or join a union. Basically, it means that if an employer breaks the rules ahead of an election, and if a majority of workers have signed cards indicating they want union representation, they are automatically granted that outcome. By the way, there's nothing preventing employers from accepting the union if most of the employees have signed pledge cards.

Much Appreciated

I want to thank President Shuler, Secretary-Treasurer Redmond and the rest of the AFL-CIO Executive Council for welcoming me to sit on the board beginning at the summer meeting in July. I hope to contribute in direct, meaningful ways in order to help guide the future of the labor movement, and I am grateful for the opportunity to continue to support working families across the country.

Being elected to the AFL-CIO Executive Council is truly an honor, and it's not something I take for granted.

It also underscores the importance of SEATU's affiliation with the federation. We know we can count on the AFL-CIO to support us on our most important issues, and that means we speak with many millions of unified voices. That's also not something to be taken for granted, and it's the type of solidarity upon which the labor movement will continue building.

Recent NLRB Decision Boosts Fairness In Union Representation Elections

A recent decision by the National Labor Relations Board (NLRB) helps restore fairness for workers seeking to obtain union representation.

The agency on Aug. 25 made its ruling on Cemex Construction Materials Pacific, LLC, 372 NLRB No. 130 (2023), also known as the Cemex standard. The new decision determines when employers are required to bargain with unions without conducting a representation election.

The board, which voted 3-1 on this decision, has provided a major boost to workers by facilitating recognition through a process known as card-check. This means that a union is allowed to represent workers in certain instances when a majority sign cards in support of unionizing, rather than going through the lengthy and often litigious election process.

The NLRB has ruled that when a majority of workers affiliate with a union (which can be designated by signing affiliation cards, à la Joy Silk doctrine), the employer can opt to voluntarily recognize the union at that point, or request that the NLRB hold an election. To discourage employers from committing unfair labor practices (ULPs), the newly set standard also states that if the employer does so during the time leading up to the election, the agency will immediately recognize the union and order the employer to bargain.

"Today's decision, along with the board's recently issued Final Rule on Representation, will strengthen the board's ability to provide workers across the country with a timely and fair process for seeking union representation," NLRB Chairman Lauren McFerran said of the new ruling. "The Cemex decision reaffirms that elections are not the only appropriate path for seeking union representation, while also ensuring that, when elections take place, they occur in a fair election environment. Under Cemex, an employer is free to use the Board's election procedure, but is never free to abuse it – it's as simple as that."

The Joy Silk doctrine, active from 1949 to 1969, allowed workers to form a union if they provided proof that a majority of workers wanted to unionize, rather than holding a formal, board-supervised election to certify the new union. Workers traditionally demonstrated interest in a union through collecting signed authorization cards from the majority of their bargaining unit.

The NLRB members in the majority for the Cemex ruling overruled Linden Lumber's precedent (the 1971

case which previously established that an employer is not obligated to accept a card check as proof of majority status) because they believe it didn't provide enough protection to workers' rights to organize and collectively bargain.

The new Cemex standard differs from the Joy Silk doctrine, which required an employer to bargain with a union unless it had a good-faith doubt of the union's majority status. This newly approved framework does not require an employer's "good-faith doubt" of a union's majority status to file paperwork for an election, known as an RM petition; under Cemex, the employer's view on the matter is of no consequence. In accordance with the new ruling, the employer is required to either recognize and bargain with the union or promptly file an RM petition seeking an election when presented with proof that a majority of employees want to unionize.

However, the new Cemex standard does not fully impede employers from using other methods to avoid unionization in their workplaces. Even in situations when a majority of workers have made it clear that they desire collectively bargained contract negotiations, Cemex can only demand a start to the bargaining process. It cannot mandate the employer to actually reach agreement with workers and sign a contract.

The National Labor Relations Act forbids the board from imposing a contract if both parties fail to come to an agreement, and gives them license to appoint an arbitrator who can help them reach one. Language in the Act does allow the board or the selected arbitrators to impose a first contract after a set period of time has passed without resolution.

Unions have become increasingly popular in recent years, polling at or around 71 percent approval in the most recent Gallup poll results. Among younger Americans aged 18-29, approval of unions comes in at 88 percent, according to a recent poll publicized by the AFL-CIO.

The new Cemex ruling is expected to have a profound effect on unionization efforts across the nation. In fact, it already has. Trader Joe's in Manhattan is the first workforce to apply for recognition under the new framework. Under Cemex, their union election (which ended in a 76-76 tie) should be nullified due to the ULPs committed during the election and should result in automatic recognition of their union.

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President Biden Becomes First to Walk Picket Line



President Biden (center) addresses the crowd of picketing union members outside their workplace. Photo courtesy of The White House.

Editor’s Note: The following news release was written by Mark Gruenberg of Press Associates. It has been edited for space and editorial style.

In an historic appearance, the first-ever by an incumbent U.S. president on any union’s picket line, Joe Biden told United Auto Workers members, “it’s time to get back what we lost” in winning wage and benefit hikes from Ford, GM and Stellantis/FiatChrysler.

Sporting a black UAW baseball cap and blue windbreaker, the Democratic president joined red-shirt-clad members of UAW Local 174 outside Ford’s historic Willow Run Ford assembly plant for around 15 minutes on September 26.

“You guys, the UAW, have made a lot of sacrifices and gave up a lot,” Biden declared through a bullhorn. “The companies were in trouble, but now they’re doing incredibly well. And guess what? You should be doing incredibly well, too. You deserve a significant raise.”

“It’s time to get back what we lost.... You’ve earned what you’ve earned and

you should be earning a helluva lot more.”

That means “the significant increase you need” in wages “and other benefits,” he added. “It’s time for them to step up for us.”

The workers, who interrupted his brief remarks with cheers several times, are among the almost 18,000 UAW members nationwide who now walk lines in the union’s growing “Stand Up!” strike against the Detroit 3.

It’s UAW’s first-ever strike against all three, just as bargaining is the first-ever against all of them at the same time. Combined, the car firms employ 150,000 UAW members, not counting those in non-Big 3 parts suppliers or 5,600 workers whom Ford employs in Canada, represented by Unifor.

The UAW strike has political and class aspects, too, though neither Biden nor new UAW President Shawn Fain—its first-ever popularly vote-elected president—mentioned politics. Fain, who followed Biden to the podium, talked class, too.

“It’s a different kind of war we’re fighting,” not against the Axis powers of World War II, “but against corporate greed” here at home, Fain said. “Our people choose to stand up and fight for economic and social justice.” His Axis reference cited Willow Run’s enormous production of B-24 Liberator bombers during that conflict.

If there is no movement by GM or Stellantis in the talks, the UAW will call more locals out on strike. Ironically, though Local 174 in Willow Run picketed the plant there, it’s the only Ford plant where workers are striking, because Ford has moved significantly in bargaining.

The last expansion of the strike, on September 22, saw locals at 38 GM and Stellantis-unionized parts factories, but no others from Ford called to walk out, joining one plant from each automaker who began picketing a week before.

Key issues in the talks with all three automakers are wages, restoration of traditional defined-benefit pensions and health care, an end to the hated two-tier

pay system at all three automakers, a shorter work week, curbs on mandatory overtime and mandatory work on the third Sunday of every month, and restoration of cost-of-living (COLA) increases.

The workers demand a 36% hike over four years to make up for losses to inflation since the 2008 financier-caused Great Recession. That crash forced GM and FiatChrysler into bankruptcy.

“President Biden is demonstrating once again that he is the most pro-union president in history,” AFL-CIO President Liz Shuler said in a statement afterwards. “Working people know he has our backs every day and that he understands UAW members’ fight for a fair contract is deeply connected to the struggle over the soul of our country.”

“We stand with President Biden, the UAW, and workers across the country who are sick and tired of getting the short end of the stick. Together, we’re organized to fight back against the corporate CEOs who have rigged the system against working people for far too long.”

Treasury Dept. Issues Groundbreaking Report On Benefits of Unions to Nation’s Economy

Editor’s note: The following article has been adapted from a press release from the United States Treasury Department.

The Treasury Department recently issued its most comprehensive report to date focused on the role labor unions play in the American economy – and the findings strongly demonstrate how unions benefit not just rank-and-file members but the nation as a whole.

The Department’s Office of Economic Policy released this first-of-its-kind report on Aug. 28, as one of more than 70 actions implemented by the White House Task Force on Worker Organizing and Empowerment.

The Task Force’s goal is to reduce barriers to worker organizing and demonstrate its commitment to worker rights, including the right to a free and fair choice to join a union and to preserving a worker’s right to dignity in the workplace.

Key findings of the new report include:

- Middle-class workers reap substantial benefits from unionization. Unions raise the wages of their members by 10 to 15 percent compared to unrepresented workers. Unions also improve fringe benefits and workplace procedures such as retirement plans, grievance policies, and predictable scheduling. These workplace improvements contribute substantially to middle-class financial stability and worker well-being. For example, one study has estimated that the average worker values their ability to avoid short-

notice schedule changes at up to 20 percent of their wages.

- Unionization also has spillover effects that extend well beyond union workers. Competition means workers at nonunionized firms see increased wages too. Heightened workplace safety norms can raise standards for entire industries. Union members improve their communities through heightened civic engagement; they are more likely to vote, donate to charity, and participate in a neighborhood project. And, the higher pay and job security of both union and nonunion middle-class workers can further positively spill over to their families and communities through more stable housing, more investment in education, and other channels.

- Unions help create a fairer economy by benefiting all demographic groups. By encouraging egalitarian wage practices, unions serve to reduce race and gender wage gaps. And modern unions have broad representation across race and gender. In 2021, Black men had a particularly high union representation rate at 13 percent, as compared to the population average of 10 percent. The diverse demographics of modern union membership mean that the benefits of any policy that strengthens today’s unions would be felt across the population.

- Finally, in addition to supporting the middle class, unions contribute to economic growth and resilience. They do so in part simply by reducing overall

inequality. Income inequality often feeds back into inequality of opportunity, the DOL reported, which impedes growth if disadvantaged people cannot access the resources necessary to acquire job skills or start businesses. And unions can boost businesses’ productivity by improving working environments and by giving experienced workers more of an input into decisions that design better and more cost-effective workplace procedures.

As the labor movement strengthens and public opinion of unions has reached its highest level since 1965, the Biden-Harris Administration has taken many measures to promote unions and acknowledges the importance of labor unions to reestablishing and strengthening America’s middle class. Actions taken by the current administration include:

- Prioritizing the passage of the Protecting the Right to Organize (PRO) Act and the Public Sector Freedom to Negotiate Act.

- Appointing a General Counsel and Board Members to the National Labor Relations Board (NLRB) committed to protecting the right of workers to organize in the workplace.

- Increasing the funding of the NLRB to enable them to expand enforcement activities.

- Creating the White House Task Force on Worker Organizing and Empowerment, which, under the leadership of Vice President Harris, works with agencies on ways to use their existing statutory au-

thority to support worker organizing and bargaining.

- Signing Executive Order 14063, which requires the use of project labor agreements on federal construction projects of \$35 million or more.

- Signing Executive Order 14003 to promote the rights of federal employees to collectively bargain.

- Launching the Good Jobs Initiative to ensure the provision of critical information to workers, employers, and government—including about the union advantage—as they work to improve job quality and create access to good jobs free from discrimination and harassment for all working people.

- Promoting “know your rights” initiatives to provide workers with better information about their organizing and bargaining rights.

- Announcing a new rule to raise wage standards of construction workers by updating prevailing wage regulations issued under the Davis-Bacon and related acts, which require payment of locally prevailing wages and fringe benefits to more than one million construction workers.

- Requiring employers to pay prevailing wages and abide by apprenticeship requirements to claim the full value of many clean energy tax incentives in the Inflation Reduction Act, as part of the Treasury Department’s implementation of the law.

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 (not all are pictured): Shawn Alvarez, Megan Blake, Clabon Bogan IV, Antoine Brown, Shelteona Brown, Joshua Carlton, Dashawn Dennis, Derick Dumont, Michele Dumont, Simone Goodner, Ellies Lancaster, Thomas Lapsley, Monica Lawler, Makayla Leaver, Tanisha Massey, Tamyunika Breonna Osborne-Grubb, Justin VanderMeer and Argemiro Venner Jr.



Above (not all are pictured): Marco Alamilla, Alyssia Archer, Genato Barsana, Miles Beck, Jason Broussard Jr., Erin Chustz, Austin Curtis, Dawayne Dacosta, Jasmine Dilbert Watler, Norberto Falcon, Brayden Greenwood, Cristal Grullon Lopez, Kasimia James, Luis Martinez Valladares, Shaun Martinez, Michayla Mattern, Amanda McGee, Chrystel Mintz, Feben Negash, Yumiko Peter, Kaitlyn Ramsey, Johneshia Square, Roger Vue and Jordan Williams-Tryman.



Above (not all are pictured): Shanta Barzey, Geovanny Beltre, Brook Celestine, Alexander DeLeon, Jason Emmond, Christian Fischbach, Elizabeth Hill, Torrell Holloway, Albert Jean Baptiste Jr., Mondacus Lewis, Brandon McLean, Khushbu Patel, Silvia Paz, Jennifer Rivers, Ella Skolnick, DeLarrian Tippins, Richelle Tomlins, Nathalie Valdez, Caleb Valoaga III, Trenton Vilano and Brandon Wetzel.



Above (not all are pictured): Tsion Abate, Justin Aleman, Ashley Anderson, Leatrice Anderson, Dyquez Bell, Geovanny Beltre, Philesa Carter, Hayley Cousins, Mollie Crook, Preston Crook, Chad Dailey, Genilda Davis, Claudio Simmon, Nathan Stamm, Coye Stanley, Sherrie Stubbs, Rancel Valdez, Tanner Wagley, Kiesha Wilson and Dora Young.



Above (not all are pictured): Sheritha Deese, Sentara Fair, Devin Fontenot, Michael Gonzalez, William Grayson III, Benjamin Hollinger, John Iseler, Ernesto Jacquez, Jes Kamstra, Stephanie Love, Kendall Meeker, Jerry Miranda Cordova, Alejandra Orellana Martinez, Travis Owens, Darrell Pleasant Jr., Carl Pope Jr., Jahnee Robertson, Anthony Ruys, David Scott, Raheen Scott and Amy Sherman.



Left (not all are pictured): Cloey Apostadiro, Jimena Aquino Caya, Shealy Bandy, Cambria Callaway, Tyler Foskey, Sondre' Guy, Tayler Johnson, Justin Johnston, Daniela Lara Delgado, Christian Lewis, Grayson Liggett-Kueber, Sergio Osorio, Gerald Pagett, Amadou Pouye, Dennis Procopio, Andrew Resende-Gomes, Selina Salazar, Grace Tarr, Michael Truvillion, Gregory Welsh Jr. and TaKeria Williamson.

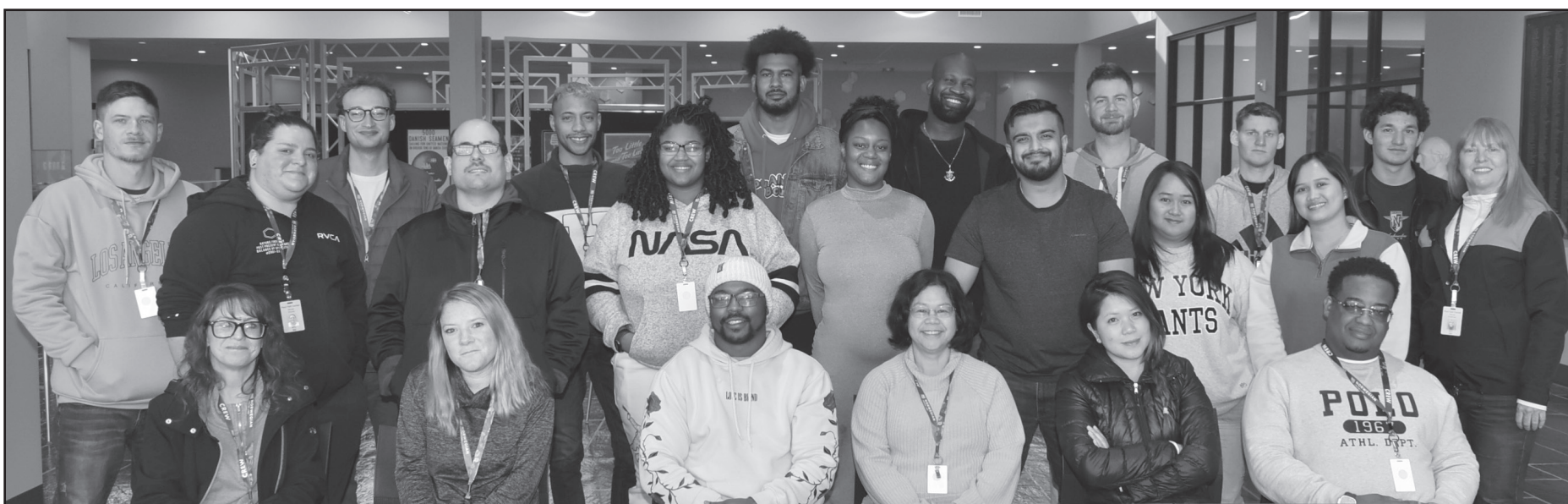
Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above: Gabe Adams, William Arkush, Crimzen Bloodsworth, Todd Bruner, Samantha Burman, Reggie Caicedo, Noelle Chitty, Brenden Cunningham, Sean Daniels, Paige Deiters, Jorge Diaz, Ryan Dominguez, Benjamin Duncan, Tristan Hagger, Sarah Helms, Kenya Herring, Amaya Jackson and Taylor Jackson.



Above (not all are pictured): Kesely Hotaling, Benjamin Kannapel, Donna McKillop, Matthew Moore, Michael Motherway, Robert Myers, Aneury Olmo, Chameka Pichon, Taylor Powell, Teresa Prewitt, Jennifer Quiles Colon, Brandon Radley, Joseph Santos, Robert Swaskee II, Brea Thompson, Michael Thore, Brandon Upchurch, Shareen Vale, Shalanda Walker, Christian Yanga and Bridgett Zeballos Sanchez.



Above: Glenicia Burton, Joseph Carreon, Corbin Dickson, Sheridan Hamill, Ned Hebert, Derek Hubbard, Kendrick Jackson, Kamryn Jordan, Susan Kennedy, Rosslynn Lowry, Marvin Middlebrook, Nicole Postman, Stephanie Rapada, William Saunders, Antonio Sherod, Sathehkumaran Suresh, Sheila Tamayo, Beverly Trevino, Michael Watson Jr., Darcie Wonacott, Michael Yeager and Nicole Ziruolo.



Above (not all are pictured): Brett Anderson II, Tyler Berry, James Boland, Kirsten Crom, Angel Cruz, Emma Dudley, Amy Edmonds, Katrina Estrelado, Jessica Fajardo, Zachary Fonoimoana, Alexis Gilliam, Kevin Gorritz Vazquez, Sharelle Hairston, Jennifer Hatchko, Joseph Hines, Alahna Jackson, Geoffrey Knapp, Joseph Louie, Ameer Mekhle, Darnell Miller, Trinidad Morales Garcia, Brendan Murphy and Tyler Murphy.



Above: Yahmyia Adekunle, Gracie Alapeteri, Kary Asencio, Hayley Douglas, Clayton Ferrell, Jacob Fleetwood, Corinthian James, Thomas Johnson-Thomas, Justin Katz, Katherine Khuu, Michael Kilroy, Kyle Morlock, Tyler Patience, Kerida Quinata, William Quinones Jr., Courtney Robinson, Alexandria Shivers, Michelle Wenrich, Anita West and Dallas Yanes.



Above: Victoria McGowan, Osyris Nunez Agosto, Gabriel Palmisano, Reanna Pok, Gwendolyn Pollard, Ferman Poole, Asia Powe, Antoinette Pruehs, Melvin Quintana Gonzelez, Ebony Ratcliff, Alexis Reber, Emial Rey, Rynne Salley, Carlos Spears, Sydney Szwed, Mark Thull Jr., Kaleb Tingle, Tori Ute, Alberney Vargas Ledesma, Scott Ward Jr., Jessica Wilson, Loniel Woods II and Christian Woodson.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Julius Aldave, Ryan Avant, Jordan Barthelme, Brianesha Brim, Melissa Buford, Yolanda Cluff, Rejis Curry, Romell Curry, Jordan Endsley, Jacob Flood, Jahan French, Tyler Fridley, T'ashsha Garner, Felix Gonzalez, Camille Gray, Lisa Griffith, Joseph Haras, Bailey Hilkey, Eugene Hunter, Darius Jackson and Kysandra Johnson.



Above (not all are pictured): John Jure, Terrik King, Grace McGill, Niyah McRae, Samoeun Meach, Douglas Moore Jr., Michaela Moore, Jafari Morris, Mariah Power, Wilmarie Rivera Fontan, Juan Rivera Jaca, Selina Rubio, Jose Velazquez Ramos, Isiah Washington Moore, Aimee Wendt, Raymond Winter, Lamar Wooden and Donald Zarbaugh Jr.



Above: Grzegorz Bielen, Mary Duran, Jamari Harris, Colby Jenks, Hazael Langford, Dylan Martin, Scott Maxwell, Michael McDonald, William Munda, Allawne Norwood, A'krista Peggee, Joaquin Ragland III, Adrian Rivera Rivera, Jill Thomas, Isaac Tipton, Cheryl Vaughn and Nicholas Weiss.

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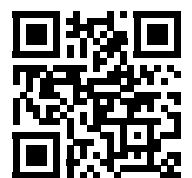
Debt and credit problems can happen to anyone at any time. The Union Plus Credit Counseling program can help you regain your financial footing by helping you better manage your finances. Get free credit counseling from certified counselors.



Take control of your credit



See more at
unionplus.org



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The ENTERTAINER

SERVICE • HOSPITALITY • GAMING



Class Photos
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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 Officials Recruiting New Members



In the photo above, SEATU and SIU officials meet with the head of Lafayette Veterans Assisting Others at the Acadiana Veteran Alliance monthly networking event in Lafayette, Louisiana. The union will be teaming up with the organization on Veterans Day as part of the first-ever Lafayette Veterans Day parade, with the goal of recruiting more veterans to the union and our affiliates.

From left to right: SIU Asst. VP Michael Russo, SIU Asst. VP Chris Westbrook, SEATU VP Bryan Powell, Lafayette Veterans Assisting Others President Anazia Andres-Sam and her husband.

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
Player Services: Seeking volunteers
EVS: Seeking volunteers
Racing: Seeking volunteers

Chicagoland/Joliet

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

Hollywood Casino Joliet:
Celestina Olaley
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

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

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