

The
ENTERTAINER

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SERVICE • HOSPITALITY • GAMING

EPI’s ‘Policy Roadmap’ Would Boost Workers

Think-Tank Details Path to Deliver Economic Opportunity, Security

In a comprehensive new policy agenda, the Economic Policy Institute (EPI) details solutions to address rising inequality and ensure that everybody in America gets a fair cut of the benefits of economic growth. The rise of inequality has been the result of intentional policy decisions made on behalf of the rich and corporate interests, and only a complete reorientation of these policy levers can reverse this, the EPI stated in early December.

“As Congress prepares to start its 116th session, EPI’s Policy Agenda plots a deliberate and expansive set of policies Congress could enact to rebalance power back to the broad majority,” the organization said in a news release.

The EPI is a nonprofit, nonpartisan think tank created in 1986 to include the needs of low- and middle-income workers in economic policy discussions. On its website, the EPI states that it “believes every working person deserves a good job with fair pay, affordable health care, and retirement security. To achieve this goal, EPI conducts research and analysis on the economic status of working America. EPI proposes public policies that protect and improve the economic conditions of low- and middle-income workers and assesses policies with respect to how they affect those workers.”

Specifically addressing its proposed agenda, the EPA said that its plans provide “a diagnosis of the problem and

a recommendation for reform across a range of economic policy issues, recommending changes in labor, tax, budget, trade, macroeconomic, regulatory, and climate policies. The disparate impact of policy changes across racial and gender lines is highlighted throughout, and race- and gender-targeted policies are also examined in a stand-alone section.”

“For most of the last four decades, income inequality has exploded, income growth for the vast majority has slowed to a crawl, and progress in closing gender and racial income gaps has been either too slow or nonexistent,” said EPI Director of Policy Heidi Shierholz. “Policymakers must take bold steps to unrig the economy’s rules, paying particular attention to policies that tilt bargaining power back toward low- and middle-wage workers.”

The organizing principle behind the agenda is that economic outcomes overwhelmingly reflect intentional policy decisions – and if these outcomes were created by policies, they can be changed by different policies. A key example of this approach can be seen in the EPI’s recommendations surrounding labor markets. A growing body of research has shown that leverage and bargaining power are key determinants of workers’ wages, and wage growth for most workers has suffered in recent decades precisely because their leverage and bargaining power have been intentionally weakened by policy choices.



Heidi Shierholz
EPI Director of Policy



Josh Bivens
EPI Research Director

The EPI’s Policy Agenda recommends boosting this leverage with a range of specific policies, including labor law reform to allow workers to effectively bargain collectively, higher minimum wages, updated overtime standards, banning forced class and collective action waivers as a condition of employment, and more-robust enforcement of anti-discrimination laws.

“Inequality didn’t explode because of

any one legislative bill or policy change. Instead, it happened because lobbyists and advocates for the rich and corporations worked every single day for decades to find policy levers that could be pulled to send every last penny to their clients,” said EPI Research Director Josh Bivens. “Reversing this inequality will require an approach every bit as consistent and dogged and far-reaching. This roadmap is a good place to start.”



AFL-CIO President Richard Trumka (left) and SEATU President Michael Sacco

Trumka: ‘New NAFTA’ Not Finished

AFL-CIO President Richard Trumka in late November warned that the signing of the new United States-Mexico-Canada Agreement (USMCA), an update to the failed North American Free Trade Agreement (NAFTA), didn’t signal an ending.

“Despite today’s theatrics, the work of fixing NAFTA is far from over,” Trumka stated. “As it stands, this agreement has not earned the support of America’s working families. Without major improvements, this supposed overhaul will prove to be nothing more than a re-branded corporate handout.”

SEATU is an AFL-CIO affiliate through its parent union, the SIU. The federation overall has more than 50 affiliated unions that represent 12.5 million workers.

Trumka, a longtime ally of the SIU and SEATU, continued, “Any progress made by this deal is meaningless without swift and certain enforcement tools to safeguard key labor protections. Real steps forward start with changes in the text, comprehensive labor law reform

from Mexico and a strong implementation bill from the United States.”

He then called on the administration to take advantage of the existing “opportunity to make that happen. We encourage the administration and Congress to continue working with us to deliver a fair and just agreement for working families. In addition to enforcement provisions, that means securing tools to combat outsourcing in key sectors such as aerospace, meat packing, food processing and call centers; tightening auto rules of origin; and eliminating rules that keep prescription medicine prices sky high and interfere with the creation of workplace safety and other public interest protections.”

Trumka concluded, “Working people have lived through the devastation of failed, corporate-written trade deals for too long. That’s why we will continue the fight for an agreement that creates good jobs and raises wages here at home while protecting the rights and dignities of workers across all borders.”

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President's Column

Labor Rises to the Occasion

As we approach the end of another successful year for our union, I extend my sincere thanks to all of our vice presidents, representatives, staff, shop stewards and rank-and-file members for their collective roles in helping keep SEATU moving in the right direction.

Despite an array of challenges that were thrown our way during the past 12 months, the landmark case of *Janus vs. AFSCME* being chief among them, SEATU and the labor movement as a whole have continued to advance. In the face of adversity, we have not floundered. Instead, we gotten stronger and more popular.

According to a report issued earlier this year by the Bureau of Labor Statistics, union membership last year grew by 262,000 to 14.8 million. Further, the report showed that 11.4 percent of working men and 10 percent of working women in the private sector belonged to a union.

More people are learning what unions are all about, too – and they support us. A Gallup Poll released Aug. 31 said 61 percent of adults in America approved of labor unions, the highest percentage since the 65 percent approval recorded on 2003. The same poll said the current labor union approval rate is up five percentage points from last year and is 13 points above the all-time low found in 2009.

All in all, these statistics show that there is good reason for optimism about the future of organized labor. At the same time, however, it would be foolish not to admit that there also some undeniable challenges ahead.

What it means is that we must all step up to the plate and do what's necessary to fully revitalize our movement. In my view, a good starting point would be to call on our elected officials—federal, state and local—to join us in the trenches and support our cause. We must demand that they do everything in their power to protect, strengthen and expand the freedom of American workers by making it easier for them to join together in unions.

That task now should be a bit easier to accomplish considering the results of the recent mid-term elections. The labor movement helped elect a wave of union members and other pro-worker allies across the country in contest after contest. We proved that if you support working people, we'll have your back. And we sent a resounding message to every candidate and elected official that if you seek to divide and destroy us, we'll fight back with everything we have.

This was an historic election for working people. Union members in every community, city and state were a driving force in this election. We fought for our issues, for union candidates and for proven allies, and we filled the halls of power with our own.

Happy Holidays

The winter holidays once again are upon us. As indicated earlier, I am grateful to everyone for their hard work and continuing support.

On behalf of all SEATU officials, I extend warmest wishes to all SEATU members, retirees and their families for a safe, healthy and happy holiday and a highly productive and prosperous New Year.

Additionally, I offer heartfelt greetings and prayers for all men and women of our armed forces – stateside as well as overseas – who are protecting our freedom. May all of your missions be successful and may you return home to your families safe and sound.



Michael Sacco

AFL-CIO's Solidarity Pledge for America

Editor's Note: The following article was originally posted as an Executive Council statement by the AFL-CIO.

Political extremism has become the norm in America. Constant conflict is cheered and polarizing ideas are reinforced, while conscience-driven compromise is dismissed as weakness. Defamatory mistruths and repugnant rhetoric are hurled from every direction and echoed across social media. We simply don't listen to each other.

Hateful and divisive rhetoric spewed by too many politicians has created an atmosphere where the abhorrent has become almost mainstream, paving the way for ideologically driven, fatal violence across our country.

This complete and utter breakdown of civil discourse in America is a threat to our very democracy, and it must stop.

The labor movement has a special responsibility to challenge and reject the current state of affairs. Our movement was created more than 130 years ago by a small group of workers looking to create systemic change at work and more broadly in society. Throughout our long history, we've used our position as America's diverse coalition of working families to beat back attempts to divide and destroy us. Unions bring people together.

The labor movement pledges to be the leading voice out of this dark period in our nation's history. We pledge a commitment to real social dialogue. Our country has reached an inflection point. We must navigate the enormity of this challenge wisely, and working people are determined to be part of the solution.

We understand better than anyone the urgency of this moment. We are on the front lines, healing the wounds and picking up the pieces. We show up in times



AFL-CIO President Richard Trumka

of crisis and celebration. From disaster relief to philanthropy, from education and skills training to civic engagement, we are the community. We are inherent uniters, bringing people from all walks of life together around the issues we all have a stake in: better wages, quality, affordable health care, safe workplaces and a voice on the job.

Our values are American values. We set the standard for passionate disagreement that ends in principled compromise. Every day, employers and union workers in America sit across from each other and negotiate a mutually agreed-

upon solution. Neither side gets everything it wants, but the exercise itself strengthens our common bonds and shows there is more that unites us than divides us.

As members of our unions and our communities, we pledge to help drive America forward. We pledge to appeal to "the better angels of our nature," as President Lincoln taught us during our movement's founding era. We pledge to show every corner of our beloved country that the value of solidarity can lead us all to a better place and a better future.

SEATU Directory

HEADQUARTERS

5201 Auth Way
Camp Springs, MD 20746
(301) 899-0675

ALGONAC

520 St. Clair River Dr.
Algonac, MI 48001
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ANCHORAGE

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BALTIMORE

2315 Essex St.
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Tom Orzechowski, Vice President



Warm Greetings from SEATU Members in Hawaii

The photos on this page were submitted by SEATU Representative Amber Akana, who captured members hard at work aboard the *Pride of America* in Honolulu, Hawaii.

If you have photos of your workplace you'd like to see in an upcoming edition of *The Entertainer*, please send high-resolution images to Nick Merrill, editor, at nmerrill@seafarers.org. Please include the first and last names of those pictured, as well as any relevant details.



Yolanda Wheeler, Stateroom Steward



Assistant Cooks Raph Louie and Angie



Gulsen Sarah Cummings, Waitress



Stateroom Stewards Agung Wibowo and Mark Flores



Jeremy Bell, Cruise Staff, and Adrianna Garcia, Gift Shop Sales Associate



Meagan Bigsby, Restaurant Hostess



Travis Owen, Bartender



Joss McFadden, Utility Hotel, and Stefanie Diller, Utility Hotel



Michael Cool, Assistant Cook

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The two-week training courses begin with a week of "Norwegian" training, as specified by the vessel operator, followed by a week of fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. With an average class size of 18 students, over 2,300 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent courses.



Among those pictured: Dana Anderson, Antoine Armani, Sam Arnold, Deborah Artuch, Scott Dukes, Denzel Green, Thomas Herron, Kenneth Lepre, Christopher Martin, Kareem McDonald, Marion McDonald, Jasmin Portillo, Charles Ramos, Luis Salazar, Merced Souter, Tuan Vo and Alisha Walker. Also pictured are four SIU upgraders. Instructor Joseph Zienda at the far left.



Among those pictured: Ruelito Albofera, Dakota Christianson, Clayton Crisp, Megan Domke, Cameron Gillard, Alyssa Hathaway, Erwin Loberiano Jayme, Shakayla Jones Washington, Abdelghani Kaloun, Brandon Matura, Deija Moore, Katie Olson, Armen Petrossian, Elmar Silmogan, Adam Sprouse, Ian Starr, Bruce Tran, John Viazcon and Raven Williams Cooper.



Above (not all are pictured): Jermia Anderson, Deyvonn Bell, Christian Belt, Natasha Dasilva, Weston Dzurisin, Laura Gebbia, Shameka Gray, Camila Leon, Rodolfo Munoz, Griffin Parkrosz, Jonjie Paulino, Jessica Peevy, Nathalie Roman, Oscar Silva Gradis, Katelynn Taylor, Kevin Timmons, Emily Von Wald and Alisha Walker. Instructor Joseph Zienda is at the far right.



Above (not all are pictured): Devon Wayne Ainsley, Alexandra Ayers, Irais Barojas, Steven Barton, Monisha Chapple, Natasha Dasilva, Valencia Fortin, Demetrius Kilgore, Legion LaMere, Velda Martin, Timothy Mash, Kevin McGonnigal, Paul Mitchell, Mimi Patterson, Christopher Rogers, Kevin Ruiz, Katelynn Taylor and Benjamin Walsh. Instructor Joseph Zienda is at the far right.



Above, in alphabetical order: Fery Antono, Richard Bernard, Laura Bess, Francisco Cuyar, Michael Franklin Berryman, Caitlin Hemming, Leigh Hurst, Haley Jaime, Jordan Jones, Rachel Merrit and Anthony Sain.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



At left, in alphabetical order: Charity Chappell, Michael Childress, Kyle Cracium, Tyrique Harper, Brianna Jergesen, Ebony Johnson, Cali Kelly, Joseph Lampley, Bianca Matthews, Drew McKinney, Sandra Noronha, Desiree Ott, Austin Sackman, Weston Self, Diamond Smiley, Chase Steger, Desiree Tiday, Hannah White and Ruth Yang. Instructor Joseph Zienda is at the far left.



Above, in alphabetical order: Riley Antoine, Adam Bridewell, Kenny Santos Casuyon, Richard Clarke, Lisa Daugherty, Jose Gerolaga, Lioson Anain Mesa, Rosalind Murfree, Mary Pacini, Juan Santana Baez and Kyle Williams. Instructor Michael Roberts is at the far left.



Above (not all are pictured): Graham Beatty, Nadine Campbell, Charles Degala, Tracy Distefano, Rachel Dymond, Danny Frederick, Cletus Harris, Samantha Hued, Taylor Malone, Margaret Philbrick, Gregory Pritchett, Nicholas Quarterman, Nicole Rattenni, Juan Santana Baez, Derek Shirley, Kelly Thornton, Hannah Turner, Harrison Woods, Emily Yates and John Zamojcin.



Above: Deion Arias-Ramirez, Morgan Carreon, Justice Combs, Christopher Darnell, Natalia Green, Tashai Hester, Jordan Kellar, Adam Kirchhoff, Jordan Layfield, Hunter McWhorter, Alejandro Montero, Cameron Myers, Dalvin Rivera, Jade Sawyer, Kyle Schenerlein and Daesiiyah Woodard. Instructor Michael Roberts is at the far right.



Among those pictured: Cesar Abad, Maggie Alba, Richard Lama Bernal, Miranda Cundiff, Travis Czyzyk, Eugene Sison Dizon, Evon Ferrell, Matthew Garwood, Brea Guy, Christiaan Johnson, Bena LaCour, Kiera Loveless, Matthew McGovern, Justin Morrison, Tuong Sinh Tan Nguyen, Bobby Royal, David Starnes, Sarah Sterne, Trista Taylor, Nicholas Tiberio and Emily Wilson. Also pictured is an SIU upgrader, and instructor Michael Roberts is at the far right.

At right in alphabetical order: Lyaunna Bolden, Guadalupe Brisen, Christopher Burke, Dave Catalan, Victoria Cera, Ariel Dagasdas, Nestor Downs Cunningham, Christopher Duran, Diane Edwards, Seth Fiel, Briana Friday, Joselito Gamab, Evan Haubenschild, Dean Horne, Eric Ignacio, Roy Lewis, Jazmyn Lindsey, Anyoly Ortega Rodriguez, Michael Turbiville, Brooke Whatton, Allan Wright and Alexander Zeichner. Instructor Matthew Rogers is at the far right.



AFL-CIO: Over 700 Union Members Win Midterm Elections

At press time, the AFL-CIO has calculated that 743 union members have won elections to public office across the nation, from county commissioners all the way up to Congressman Tim Walz (D-Minnesota) becoming the next governor of his state.

Walz, a member of Education Minnesota - the joint AFT-NEA affiliate in the state - and a Mankato High School history teacher, was the Democratic-Farmer-Labor congressman from the GOP-leaning 1st District for the last 12 years. He is now Minnesota's governor-elect, and organized labor's highest-ranking elected official.

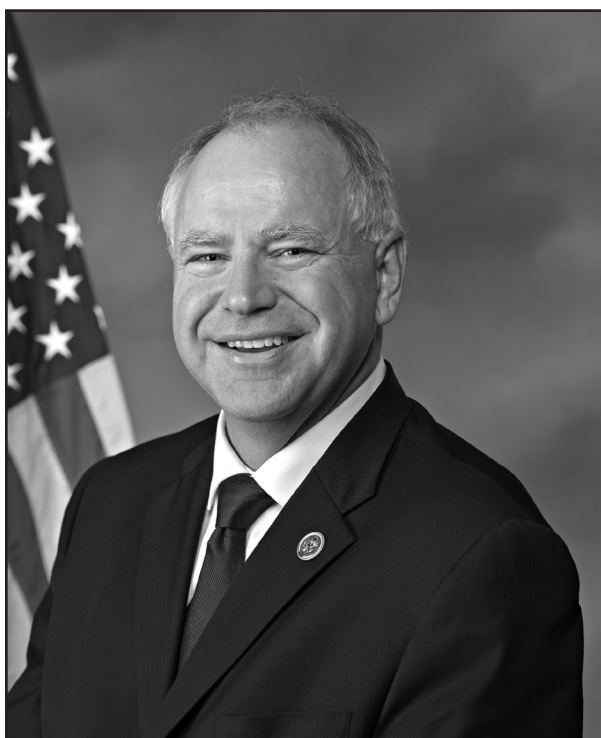
Julie Blaha, the former Minnesota AFL-CIO Secretary-Treasurer and also a former teacher (AFT), joins Walz among the state's top four officials. Blaha won the race for state auditor with 49 percent of the vote.

Other standouts include National Education Association member and history teacher Jahana Hayes, who won the open 5th Congressional District seat in Connecticut, and former top Unite Here Nevada official Steven Horsford, who won back his old congressional seat representing the Las Vegas suburbs. They will join other active unionists in the Congressional Labor Caucus: Reps. David Norcross of New Jersey and Linda Sanchez of California (Electrical Workers), Mark Pocan of Wisconsin (Painters), and Stephen Lynch of Boston (Ironworkers).

Unionists also increased their numbers among state and local officials. Maria Elena Durazo, longtime Unite Here official and Executive Secretary-Treasurer of the Los Angeles County Federation of Labor, will now be a state senator from eastern Los Angeles.

Teamsters member candidates won four state House seats: Dave Dellosa and Steve Malagari in Pennsylvania, Jeff Kurtz in Iowa, and Susan Martinez in Nevada.

The union winners even extended to D.C.: The only two unionists on the ballot—City Council member



Missouri Governor-elect Tim Walz (D-Missouri)



Missouri State Auditor Julie Blaha

Elissa Silverman (News Guild) and Board of Education member Ruth Wattenberg (Teachers)—both won handily despite intense opposition from corporate interests.

According to the AFL-CIO, every union win came as part of a wide effort that included 2.35 million door knocks, five million worksite flyers, more than 12 million mail pieces, and 260,094 text messages - and 69 million impressions on social media.

“Union members made our voices heard loud and clear,” said AFL-CIO President Richard Trumka. “Working people trust our unions, and that trust was at the core of an unmatched political program... In every corner of the country, working people showed up to fill the halls of power with union members and our allies. We made clear that we won’t stand for those who prioritize the demands of an elite few—whether they’re anti-labor Republicans or pro-corporate Democrats.”

Beck Notice

Notice to Employees Covered by Union Agreements Regulated Under the National Labor Relations Act

The Seafarers Entertainment and Allied Trades Union (SEATU) assists employees by representing them in all aspects of their employment and work aboard vessels which are involved directly or indirectly in the gaming and entertainment industries. For the most part, the union spends a majority of its financial resources on collective bargaining activity and employee representation services. In addition to these expenditures, the union also spends resources on a variety of other efforts such as organizing, publications, political activities, and community services. All of these services advance the interests of the union and its membership.

This annual notice is required by law and is sent to advise employees represented by the Seafarers Entertainment and Allied Trades Union about their rights and obligations concerning payment of union dues. This notice contains information which will allow you to understand the advantages and benefits of being a union member in good standing. It will also provide you with detailed information as to how to become an agency fee payor. An agency fee payor is an employee who is not a member of the union but who meets his or her financial obligation by making agency fee payments. With this information you will be able to make an informed decision about your status with the Seafarers Entertainment and Allied Trades Union.

1. Benefits of union membership

While non-members do receive material benefits from a union presence in their workplace, there are significant benefits to retaining full membership in the union. Among the many benefits and opportunities available to a member of the Seafarers Entertainment and Allied Trades Union is the right to attend union meetings, the right to vote for candidates for union office and the right to run for union office. Members also have the right to participate in the development of contract proposals and participate in contract ratification and strike votes. Members may also play a role in the development and formulation of union policies.

2. Cost of union membership

Dues for SEATU members are currently \$300.00 (three hundred dollars) per year. Dues are paid bi-weekly and may be deducted from the employee's paycheck.

3. Agency fee payors

Employees who choose not to become union members may become agency fee payors. As a condition of employment, in states which permit such arrangements, individuals are obligated to make payments to the union in the form of an agency fee. The fee these employees pay is to support the core representational

services that the union provides. These services are those related to the collective bargaining process, contract administration and grievance adjustments. Examples of these activities include, but are not limited to, the negotiation of collective bargaining agreements, the enforcement and administration of collective bargaining agreements and meetings with employers and employees. Union services also include representation of employees during disciplinary meetings, grievance and arbitration proceedings, National Labor Relations Board hearings and court litigation.

Employees who pay agency fees are not required to pay for expenses not germane to the collective bargaining process. Examples of these expenses would be expenses required as a result of community service, legislative activities, and political affairs.

4. Amount of agency fee

As noted above, dues objectors may pay a fee which represents the costs of expenses related to those supporting the collective bargaining process. After review of all expenses during the 2017 calendar year, the fee cost associated with this representation amounts to 98.41 percent of the dues amount an employee would pay for the applicable year.

As a result, this would be the percentage applied to the agency fee calculation for the 2019 calendar year. This means that any individual who elects to pay agency fees and submits a letter between December 1, 2018 and November 30, 2019 will have this calculation applied to their 2019 dues payment which may still be owed to the Union. As noted below, however, to continue to receive the agency fee reduction effective January, 2020, your objection must be received by December 1, 2019.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this free report by writing to: Secretary-Treasurer, Seafarers Entertainment and Allied Trades Union, 5201 Auth Way, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2017.

Please note that as the chargeable and non-chargeable expenses may change each year, the agency fee amount may also fluctuate each year. Individuals who are entitled to pay agency fees and wish to pay fees rather than dues, must elect this option each year by filing an objection in accordance with the procedure noted below.

5. Filing of objections

If you choose to object to paying dues, an objection must be filed annually. To receive the deduction begin-

ning in January of each year, you must file by the beginning of December in the prior year. An employee may file an objection at any time during the year; however, the reduction will only apply prospectively and only until December 31 of that calendar year. Reductions in dues will not be applied retroactively. As noted above, each year the amount of the dues reduction may change based upon an auditor's report from a previous year.

The objection must be sent in writing to Agency Fee Payor Objection Administration - Secretary-Treasurer's Office, Seafarers Entertainment and Allied Trades Union, 5201 Auth Way, Camp Springs, MD 20746.

6. Filing a challenge

Upon receiving this notice of calculation of the chargeable expenditures related to core representation activities, an objector shall have 45 days to submit a challenge with the secretary-treasurer's office if he or she believes that the calculation of chargeable activities is incorrect. Every person who wishes to object to the calculation of chargeable expenses has a legal right to file such an objection.

7. Appeal procedure

Upon receiving the challenge at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will either be in writing or at a hearing. The method of the arbitration will be determined by the arbitrator. If a hearing is held, any objector who does not wish to attend may submit his/her views in writing by the date of the hearing.

If a hearing is not held, the arbitrator will set the dates by which all written submissions will be received.

The costs of the arbitration shall be borne by the union. Individuals submitting challenges will be responsible for all the costs associated with presenting their appeal. The union will have the burden of justifying its calculations.

The SEATU works very hard to ensure that all of its members receive the best representation possible. On behalf of all the SEATU officers and employees I would like to thank you for your continuing support.

Sincerely,
David Heindel,
Executive Vice President/Secretary-Treasurer



Everyday Savings

Save every day with union member-only discounts

on everything from fashion and beauty to electronics and everyday household items. And whether it's date night or a fun family night out, enjoy delicious, union family discounts at select restaurants.

Find out more about this and other great Union Plus programs by visiting unionplus.org.



Learn more at
unionplus.org



³15% ON THE MONTHLY SERVICE CHARGE OF QUALIFIED WIRELESS PLANS: Available only to current members of qualified AFL-CIO member unions, other authorized individuals associated with eligible unions and other sponsoring organizations with a qualifying agreement. Must provide acceptable proof of union membership such as a membership card from your local union, a pay stub showing dues deduction or the Union Plus Member Discount Card and subscribe to service under an individual account for which the member is personally liable. Offer contingent upon in-store verification of union member status. Discount subject to agreement between Union Privilege and AT&T and may be interrupted, changed or discontinued without notice. Discount applies only to recurring monthly service charge of qualified voice and data plans, not overages. Not available with unlimited voice or unlimited data plans. For Family Talk, applies only to primary line. For all Mobile Share plans, applies only to monthly plan charge of plans with 1GB or more, not to additional monthly device access charges. Additional restrictions apply. May take up to 2 bill cycles after eligibility confirmed and will not apply to prior charges. Applied after application of any available credit. May not be combined with other service discounts. Visit unionplus.org/att or contact AT&T at 866-499-8008 for details.

12/18

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 2019 Meeting Dates

The meeting dates and times for 2019 SEATU quarterly membership meetings are as follows:

Quarter 1

Algonac - Fri., Jan. 11 at 1 p.m.
Columbus - Wed., Jan. 16 at 1 p.m.
Joliet - Thu., Jan. 17 at 1 p.m.
Honolulu - Fri., Jan. 18 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., Jan. 23 at 1 p.m.
Maryland* - Thu., Jan. 10 at 1 p.m.
New Orleans - Tue., Jan. 15 at 1 p.m.
Riverside - Wed., Feb. 6 at 1 p.m.
St. Louis/Alton - Fri., Jan. 18 at 1 p.m.

Quarter 2

Algonac - Fri., April 12 at 1 p.m.
Columbus - Wed., April 17 at 1 p.m.
Joliet - Thu., April 18 at 1 p.m.
Honolulu - Fri., April 19 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., April 24 at 1 p.m.

Maryland* - Thu., April 11 at 1 p.m.
New Orleans - Tue., April 16 at 1 p.m.
Riverside - Wed., May 8 at 1 p.m.
St. Louis/Alton - Fri., April 19 at 1 p.m.

Quarter 3

Algonac - Fri., July 12 at 1 p.m.
Columbus - Wed., July 17 at 1 p.m.
Joliet - Thu., July 18 at 1 p.m.
Honolulu - Fri., July 19 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., July 24 at 1 p.m.
Maryland* - Thu., July 11 at 1 p.m.
New Orleans - Tue., July 16 at 1 p.m.
Riverside - Wed., Aug. 7 at 1 p.m.
St. Louis/Alton - Fri., July 19 at 1 p.m.

Quarter 4

Algonac - Fri., Oct. 11 at 1 p.m.
Columbus - Wed., Oct. 16 at 1 p.m.

Joliet - Thu., Oct. 17 at 1 p.m.
Honolulu - Fri., Oct. 18 at 10:30 a.m.
Lawrenceburg/Miami Valley - Wed., Oct. 23 at 1 p.m.
Maryland* - Thu., Oct. 10 at 1 p.m.
New Orleans - Tue., Oct. 15 at 1 p.m.
Riverside - Wed., Nov. 6 at 1 p.m.
St. Louis/Alton - Fri., Oct. 18 at 1 p.m.

The meetings will be held at the respective union halls. The times of the meetings may change at some point throughout the next year. Any changes will be announced in *The Entertainer* and posted on the SEATU website.

All SEATU members are strongly encouraged to attend the meetings and become active in their union.

**The Perryville and Maryland LIVE meetings are held at the Baltimore Union Hall.*

SEATU Notebook

Algonac/Detroit Metro

Current Delegates:
M/V Detroit Princess
Bar Staff: CaSandra Houston
Wait Staff: Seeking volunteers
Kitchen Staff: Anthony Young

Boston

Current Delegates:
Plainridge Park
Food & Beverage: Rob Bergeron, Jenee Jene, Russ Selvitella, Stephen Stern
Player Services: Jim Didio
EVS: Keith Hayward
Seeking Delegates: Mutuals, Deep Cleaners, Cooks, Barbacks, Stewards

Chicagoland/Joliet

Members are encouraged to contact their SEATU representatives with any questions or concerns at 815-723-8002.
Hollywood Casino Joliet: Marsha Gavin, Manuel Peralta
Majestic Star: Matoya Coleman
Ameristar: Jim Jasman

Honolulu

The union is always seeking volunteers in all departments aboard the *Pride of America*.
Current Delegates:
Restaurant: Henry Martin
Hotel-Housekeeping: Lucia Colon
Galley/F&B: Jimmy Williams
Bar/Gift Shop: Seeking volunteers

Kansas City

Anyone interested in volunteering for a steward or delegate position, call the union hall at 816-453-5700.
Food & Beverage: Lewie Hunt, Abbey Heller
Slots: Alfonso Hernandez, Kariena Persons
Slots Steward: Celeste Hawkins
Maintenance: Donna Miller
Player Services: Crystal Malone

Lawrenceburg

Current Delegates:
Slots: Carl Marting
EVS Steward: Warren Walls
Cage & Credit: Linda Richter,
Food & Beverage: Cassandra Cole
Guest Services: Seeking volunteers
Wardrobe/Gift Shop: Seeking volunteers
Hotel: Linda Hensler, Abbey Kraus
Facilities: Seeking volunteers
Anyone interested in becoming a delegate or steward is encouraged to contact the union hall at 812-539-2941.

Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.
Current Delegates:
Hollywood Casino Perryville
Food & Beverage: Beth Knight
Table Games: Seeking volunteers
Poker Dealer: Bill Monahan
Maryland Live! Casino
Lead Delegate: Glory Warrick
F&B: Seeking volunteers
EVS: Seeking volunteers
Housekeeping: Seeking volunteers
Baltimore/Washington International Airport
Lead Delegate: Shauntae Dawson

New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.
Current Delegates:
MOPS: Seeking volunteers
Food & Beverage Hotel: Seeking volunteers
Bell/Luggage Attendants: Seeking volunteers
Maintenance: Tony Blanks (chief delegate)
Boat: Trina Hester

Ohio

Miami Valley Gaming
Cage: Kyle Bauer
EVS: Gwen Nevin, Gina Fumi-Fiamawle, Shawn Brown
EVS Steward: Valaine Faul
Facilities: Darrell Stephens
Food & Beverage: Robert McManus
Player Services: Tom Cox
Hollywood Gaming Dayton Raceway
VLT: Nieawa Russel
F&B: Jackson Wolph
Facilities: Scott McCane
Count Room: Trenton Spencer
Cage: Amy King
Mutuals: Linda Yeatman
Hollywood Gaming at Mahoning Valley
Food & Beverage: Nikki Lipscomb, Dasia Flenoury
VLT: Justin Teague
Facilities: Mike Morris,
Retail: Joyce Pishkur

Riverside

Current Delegates:
Cage: Pam Knapp
Food & Beverage: Jaime Edge, Pam Lewis
Hotel: Cathy Estrada
Maintenance: T.J. Curtis, Jim Adams
EVS: Jackie Hibbs

St. Louis/Alton Metro

Current Delegates:
Food & Beverage: Maggie Roy, Mary Moore, Dennis Baker, Lisa Longo
Housekeeping: Georgetta Sanders
Cage & Credit: Hope Jones
Marine Crew: Merle Caselton
Count Team: Chloe Lake
Slot Attendants: Lora Richeson