

# AFL-CIO Endorses USMCA

Labor Federation President Richard Trumka on the United States-Mexico-Canada Agreement (USMCA), provided final text accurately reflects changes:

Make no mistake, we demanded a trade deal that benefits workers and fought every single day to negotiate that deal; and now we have secured an agreement that working people can proudly support.

I am grateful to House Speaker Nancy Pelosi and her allies on the USMCA working group, along with Senate champions like Sherrod Brown and Ron Wyden, for standing strong with us throughout this process as we demanded a truly enforceable agreement. I also commend Ambassador Robert Lighthizer for being a straight shooter and an honest broker as we worked toward a resolution.

Working people are responsible for a deal that is a vast improvement over both the original NAFTA and the flawed proposal brought forward in 2017. For the first time, there truly will be enforceable labor standards—including a process that allows for the inspections of factories and facilities that are not living up to their obligations.

The USMCA also eliminates special carve outs for corporations like the giveaway to Big Pharma in the administration’s initial proposal and loopholes designed to make it harder to prosecute labor violations.

The USMCA is far from perfect. It alone is not a solution for outsourcing, inequality or climate change. Successfully tackling these issues requires a full-court press of economic policies that empower workers, including the repeal of tax cuts which reward companies for shipping our jobs overseas.

But there is no denying that the trade rules in America will now be fairer because of our hard work and perseverance. Working people have created a new standard for future trade negotiations.

President Trump may have opened this deal. But working people closed it. And for that, we should be very proud.



AFL-CIO President Richard Trumka (above, left), pictured with SEATU President Michael Sacco at the 2017 Maritime Trades Department Quadrennial Convention in St. Louis.

## Statement of the AFL-CIO Retirement Security Working Group on the Grassley-Alexander Multiemployer Pension Plan Proposal

The following statement was issued by the AFL-CIO Retirement Security Working Group on December 2.

After a lifetime of hard work, working people deserve to retire with dignity. The labor movement is proud of our negotiated multiemployer pension plans, which have provided retirement income security for millions of working people for decades. Now, as a result of reckless Wall Street behavior, industry deregulation and employers’ creative use of corporate bankruptcy, important parts of that multiemployer pension system are at risk. To stave off financial devastation for retirees across the nation, the Senate must act immediately—but it also must act wisely.

Senators Grassley and Alexander have finally put forward the Republicans’ white paper to address the crisis faced by several multiemployer pension plans. As it stands, their proposal will not only injure the retirees and

active participants it purports to help, it also will precipitate the collapse of all multiemployer pension plans.

This document contains no federal financial assistance whatsoever. Contrast this to the over \$700 billion that the government provided to the banks and Wall Street in 2008 and other corporate tax giveaways in recent years. Here, under the guise of a federal solution, Grassley and Alexander have crafted a tax increase that hits hardest those who do not bear responsibility for the financial challenges faced by troubled multiemployer pension plans—including retirees, active pension plan participants, unions and employers.

Any multiemployer pension legislation should, at a minimum, do no harm. This proposal fails that basic test. Instead, it is punitive in nature, imposing hefty new costs that even healthy plans will be unable to survive. For example, in one sizeable national plan, there would be an eleven-fold increase in Pension Benefit Guaranty Corporation (PBGC) premiums that would double the cost of that plan’s administration.

The AFL-CIO has endorsed other bipartisan bills without these fatal flaws: The Butch Lewis Act and the Bipartisan American Miners Act, the latter of which must be passed this year to avoid sig-

nificant harm to tens of thousands of retired miners and their widows.

It is imperative that the Senate moves quickly on a solution that is viable and constructive—legislation that will provide retirees with their hard-earned benefits and stabilize the multiemployer pension system overall, while not jeopardizing healthy plans. If there is one thing we should all agree on it is that the cost of doing nothing will be catastrophic.

Committee Members (in alphabetical order):

Bonnie Castillo, NNU  
Tom Conway, USW  
Kenneth Cooper, IBEW  
Joe DePete, ALPA  
David Durkee, BCTGM  
Ray Hair, AFM  
Mary Kay Henry, SEIU  
Richard Lanigan, OPEIU  
Robert Martinez, IAM  
Marc Perrone, UFCW  
Robert Roach, ARA  
Cecil Roberts, UMW  
Harold Schaitberger, IAFF  
Joe Sellers, SMART  
Liz Shuler, AFL-CIO  
John Stocks, NEA  
Richard Trumka, AFL-CIO  
Randi Weingarten, AFT

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## President's Column

### Ready for Success in New Year

As the conclusion of another successful year for our union draws near, 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.

Such an achievement may appear to be small or insignificant to some, but in my view it's huge. And it becomes even more so especially in view of everything that's been thrown our way during the past 12 months.



Michael Sacco

History was made in June as Congress marked a decade of failing to pass legislation to raise the minimum wage. This is the longest stretch without such an increase since the federal minimum wage was first enacted in 1938. As a result, according to the Economic Policy Institute, the federal minimum wage today is worth 17 percent less than it was 10 years ago, and 31 percent less than it was in 1968. (The minimum wage itself is important for many reasons, including its indirect effect on other wages.)

In short, the richest Americans have gotten wealthier, while everyone else has gotten relatively poorer. Minimum-wage workers in many states have to work at least two full-time jobs to make a living. Meanwhile, one state legislature after another has passed so-called right-to-work laws to undermine unions.

To make matters worse, numerous anti-worker actions are happening in the nation's capital. These include scrapping several worker safety rules, rolling back a regulation that extended overtime pay to millions more workers and killing a rule that required Wall Street firms to act in the best interest of workers when overseeing their 401(K) plans. In September, the U.S. Senate confirmed as labor secretary a lawyer who has spent decades fighting on behalf of corporations to weaken worker protections.

Despite these challenges, more and more Americans want to join unions. A recent Massachusetts Institute of Technology study found that nearly half of all unrepresented workers would join a union if they could, and public approval of unions (at 64 percent) is the highest it has been in nearly 50 years.

It doesn't hurt public perception when the government's own data consistently, year after year, shows that union workers earn more money and have better benefits, on average, than their non-union counterparts.

Given all that's at stake, we shouldn't be surprised to see workers from all corners of the country protesting, striking, and even going to jail to get lawmakers' attention. Collectively, they are demanding change.

For too long, politicians have paid lip service to the labor movement's demand that Congress modernize and strengthen the laws protecting our freedom to join together and negotiate for better pay and a voice on the job.

In the coming year, it is my hope that the House of Representatives make labor law reform a top priority. In my view, no candidate for Congress or the White House should expect the support of organized labor if they are not prepared to stand with workers in their fight for justice.

#### 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 UIW 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.

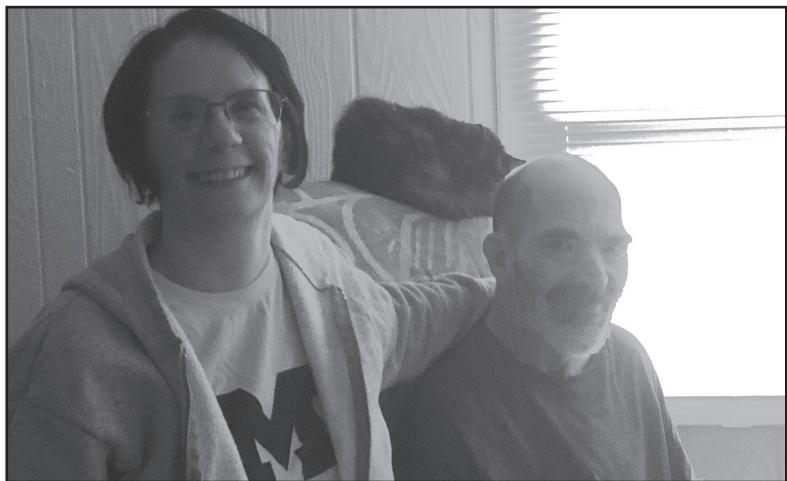
## SEATU Delegate Receives Award for Service

Former SEATU delegate Mike Morris was recently presented with an award in recognition of his dedication, loyalty and outstanding service to the union and his fellow members. Morris, who was employed at Hollywood Gaming Mahoning Valley Raceway in Columbus, Ohio, has recently fallen seriously ill, and has had to retire as a result.

SEATU Representative Tyson Little said, "He was our most active and dedicated delegate, who made huge accomplishments signing people up with check-offs, covered orientations if no rep was available, did much with educating members and management and didn't hesitate to help on his days off."

Former SEATU Assistant Vice President Karen Horton said, "Mike was our delegate for SEATU since 2015. He was a very strong supporter, and a very hard worker. He assisted with investigations, maintained many relationships with employees and the company, obtaining documentation for us, and was key in our negotiations. He did all of this even when he wasn't feeling 100 percent. If we needed anything at all he was there in a heartbeat. I wish we had more people like Mike!"

SEATU members and representatives held a special reception in Ohio to recognize everything Morris has done for the union. He was medically unable to attend that night, but nevertheless his coworkers celebrated his legacy of work and union service.



Former Delegate Mike Morris (right), with his wife Lynn, who is also a SEATU member.



SEATU representatives and members at a reception for Morris (left to right): Walter Kostrzewa, Anna James (and boyfriend Sean), Jane Biondo, Nilsa Lipscomb, Renee Thomas (her daughter), Joyce Pishkur, Tyson Little and Justin Teaque.

## Notice

Please be advised that the permissible period of time during which a dues or agency fee check off authorization can be revoked has been changed. The new revocation period which is contained in newly printed authorization forms is as follows: "This assignment and authorization shall be irrevocable for a period of one (1) year from the date hereof, or until the termination date of the current collective bargaining agreement between the Union and the Employer, whichever is the shorter period, and shall be automatically irrevocably renewed for like periods unless, within the thirty (30) day period beginning fifteen (15) days before and ending fifteen (15) days following the end of any renewal period, I submit a written revocation signed by myself and sent by registered mail, return receipt requested, to the Union's Secretary-Treasurer." This is the new policy and procedure as adopted by the union for all individuals who have signed check off authorizations.

## SEATU Directory

#### HEADQUARTERS

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

#### ALGONAC

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

#### ANCHORAGE

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

#### BALTIMORE

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

#### COLUMBUS

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

#### GUAYNABO

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

#### HONOLULU

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

#### HOUSTON

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

#### JACKSONVILLE

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

#### JOLIET

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

#### KANSAS CITY

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

#### LAWRENCEBURG

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

#### MOBILE

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

#### NEW ORLEANS

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

#### NEW JERSEY

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

#### NORFOLK

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

#### OAKLAND

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

#### PHILADELPHIA

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

#### PINEY POINT

P.O. Box 75  
Piney Point, MD 20674  
(301) 994-0010

#### PORT EVERGLADES

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

#### ST. LOUIS/ALTON

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

#### TACOMA

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

#### WILMINGTON

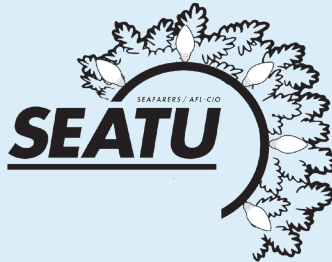
510 N. Broad Ave.  
Wilmington, CA 90744  
(310) 549-4000



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

#### Officers:

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





# Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



*Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The two-week training courses begin with a week of "Norwegian" training, as specified by the vessel operator, followed by a week of fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. With an average class size of 18 students, over 2,800 SEATU members have completed their training since March 2014! Following are class photos from some of the most recent courses.*



In the photos above (not all are pictured): Alvin Bailey, Laura Carroll, Maureen Conwell, Tyler Crusham, Daniel Curci, Timothy Davis, Rolando De La Pena, Dakota Deal, Jessica Driscoll, Dustin Eddy, Juan Encarnacion, Sharlyn Figueroa Rivera, Jules Fils Rivero, Bruce Gordon, Leanne Gorman, Jobart Solis Hipe, Lashaunda Jackson, Shilpa Sambhaji Kamble, Brian Kochenash, Akhil Kuruvilla, Geoframil De Los Santos Labosta, Dennis Lucas, Gina McCain, Ha'ani Mesa, David Morgan, Mark Ong, Caroline Rasmussen, Keith Shufelt, Kelly Terwilliger, Ruben Ganos Tunog and Jennifer Wright. Instructors Joseph Zienda and Michael Roberts are at the far left and right, respectively, in the left-most photo above.



Above (not all are pictured): Amber Algieri, Ismael Andriamasy, Alvin Bailey, Casey Beaulieu, Brooke De Los Santos, Jonelle Demerutis, Juan Encarnacion, Jules Fils Rivero, Kaleigh Galindo, Maria Ibarra, Rovin Harley Javier, Justin Kausal, Brianna Krieg, Katelynn Lara, Billie Jean Lee, Ruth Mieses Duran, Daniel Rodriguez Cortes, Jason Sechrest, Rodolfo So, Sara Soendergaard and Avery Yon.

Above: Cassandra Cabral, Jose Arnel Alas Conde, Caleb Conlin, Elli Jethro De Los Santos, James Dunlap, Matthew Giraldo, Megan Gonzalez, James Hall, Michael Hedenberg, Charles Himber, Angela Hinton, Michael Jacksor Jr., Lindsay Johnson, Alonda Jones, Hanna Mas, Anna Leah Narbonita, Parryss Prosser, Jesus Rey Raquitico, Tyler Rhodes and Jolene Runyon.



Above (not all are pictured): Bridget Barta, Jodie Blackwell, Destiny Bliss, Baylor Bohr, Kyle Cauthen, Jose Arnel Alas Conde, Mark Flores, Matthew Giraldo, Daisy Gonzalez, Sophie Nell Lambla, Elizabeth Naple, Hunter Petersen, Melvin Sanglay, Quenton Smith and Antonio Stridiron.

Above: Andres Azcue Mujica, Mahogany Canidate, Sharon Chua, Domico Clardy, Tomas Faller, Steven Glassoff, Tasha Green, Melany Johnston, Jacques Mader, Leonard Miller, Archer Nicholson, Richard Raida, Nakeya Reese, Rebecca Riley, Jason Smith, Henry Solorzano, Alex Vogel, Evan Wallace and Toni Wingard.



Above: Jakayla Allen, Tatiana Antonik, Dakota Bellenir, Briaji Carter, Kejuan Cheeks, Daniel Chong, Lucy Donohue, Jason Fiscus, Jeffrey Franke, Joshua Kali Garcia, Rebecca Hammond, Brianna Lavigueure, Jennifer Leenerts, Ruby Villafuerte Liggayu, Edward Liu, Michele Matta, Tami Rinehart, Sadaya Smith, Krista Soder, Daniel Tulcan and Rebecca Vandorick.

Above (not all are pictured): Kenneth Allen, China Almeida, James Bavousett, Dillo Bowen Walcott, Ivory Canelo, Hector Cardenas, Jayde Daigle, Nikko Espina, David Evans, Denis Fernandez Ortega, Kiran Shivaji Gawde, Tasha Green, Dontaye Rayvon Harris, Alicia Helms, Faleisha Larson, Andrew Lihudis, Michele Marie Matta, Kodie McKenzie, Angelina Reyes, Marvin Strum, Robert Troy and Edwin Whitfield III.

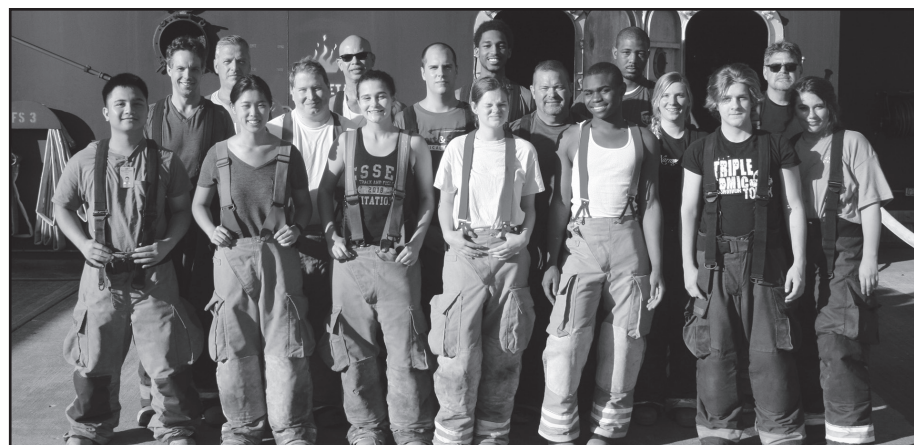


# Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Taraka Ballentine, Tyler Barron, Luel Berhanu, Justin Blair, Darrius Budden, Michael Burgan, Joseph Dupriest, Donley Evans, Denis Fernandez Ortega, Darrell Jones, Gregory Leung, Travis Martin, Jemima McCready, Sydni McSweeney, Luiseloy Ortiz, Romeo Paez Jr., Kalen Price, Erika Ruiz, Alejandro Santaigo Negron, Hanna Snyder, Alyssa Steele and Maria Wangler.

Above (not all are pictured): Odaesha Benavente, Kyle Brady, India Cleveland, Tenisha Davis, Jonathan Dunn, Paul Giovengo, Elyse Gnade, Andre Grant Flythe, Larissa Hall, Ransom Kauwe, Courtney Leishman, Brian Lenhard, Richardo Lory, Razel Maure, Kalen Price, Sierra Reyes, Jose Sandoval, Freddie Casiano Sapon, Aja Uranga Foster, Amber Vosburgh and Rosa Wilson.



Pictured above: Jacob Blount, Krena Catnott, Mary Aileen Cepeda Salingbay, Cheikh Diankha, Nadia Figueroa, Hong Huynh, Victoria Jaye, Joseph Linberg, Stephen Longbook, Lovely Malivert, Ciara McKinzie, Brianna McQuary, Pablo Racines, Brandi Salazar, Kess Seekins, Hannah Skelton, Jonathan Sowul, Rachael Williams Home, Justin Wilsey, Antonio Wright and Cass Zarn.

Above: Jose Aguirre, Emily Arey, John Beckett, Andre Firlotte, Travon Griffin, Dilan Grochola, Brooke Johnson, Mariah Kimball, Kaley Norris, Joseph Persinger, Steven Phelps, Brett Roberts, Rebekah Ryan, Richard Shearn, Tristan Thomas, Mickey Valenzuela and Francis Vilar.



Above (not all are pictured): Jose Aguirre, Scarlett Amburgey, Sophia Barrett, Brandon Beaver, Joe Bee, Dalon Eaton, Mamadou Hanne, April Hernandez, Hannah-Jean Johnson, Jeremy Koehler, Blaine Mayhew, Judith Mendez, Shermon Phillips, Sarah Raylene, Yuasinia Robinson, Kayleigh Russell, Miles Shvartsfeld, Jordan Troutt and Silas Weathers.

Above: Bernard Amistad, Abigail Bloom, Raymond Carter, Bobbi Dallas, Teala Darden, Jordan Falkum, Derek Fogg, Naeem Harris, Autumn Kern, Monica Leon Morgutia, Marquise McCrimmon, Brysen Muhammad, Jayna Poucher, Clayton Roach, Alejandro Rodriguez Andres, Anthony Ruminer, Cassandra Smith, Brandon Thompson, Lee Wroten Jr. and Brooke Yarbrough.



In the photos above (not all are pictured): Tracey Aguerro, Tracy Allen, Gabriel Ayala, Jasmine Brown, Raymond Carter, Griffin Creech, Zachary Dente, Dennis Jon Diaz Jr., Zureya Fernandez, Cecilio Garcia, Ruben Alejandro Gonzalez, Michael Green, Michael Hamsen, Sheree Henderson, Holly Kamin, Taylor King, Lorenzo Dion Leonard, Filemon James Mandaing, Richard Mangusan, John McElligot, David Naputi, Heather O'Donnell, Kathy Oliver, Vanessa Ortega, Arkel Alvin Rodriguez, Anthony Bryan Ruminer, Tanya Scruggs, Natasha Simmons, Matthew Stockton, Isaiah Thompson, Isaiah Trevino, Mikayla Washington and Stephanie Wattigny.



# Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above: Brittany Bishop, Chantelle Florez, Angela Glinn, Howard Grayson, Jannae Johnson, James Joseph, Jasmine Leblanc, Adrenalina Mendiola, Robert Miller, Maranda Rodriguez and Alexis Rolon Correa.



Above: Michael Ainger, Ashley Allen, Kristina Benton, Evangelina Diaz, Justin Figueroa, Paul Hayes, Liana Januss, Jose Martinez, David Mattock, Stacy Merriam, Dale Pascual, Charles Paulk, Michael Porter, Jose Soler Davila, Lataza Walker and Tracy Wright.



Pictured above: Christopher Alberty Roman, Nmore Cowan, Jerry George, Austin Gmelin, Amanda Hill, Emily Howard, Jesse Lara, Maia Molina, Thomas Murphy, Matthew Nelson, Joseph Pulice, Marilyn Rogers, Bernard Stafford, Shantae Wade and Melvin James Yco.



Above: David Adams, Cameron Adams, Jill Bielecki, Jordan Borkey, Mary Caldwell, Cayleen Cihak, James Edwards, Juan Ferran, Christopher Flot, Sky King, Thurman Lewis, Jason Louis Rios, Rosemarie Siudut, Violet Stedman, Esteban Velasco, Shaira Western, Deoni Woods and Ashley Yates.



In the photos above: Diana Alicea Hughes, Andre Allen, Jean Cabling Zegura, Christine Cobaugh, Fernando Colimao, Luke Day, Matthew Fincher, Mario Manuel Olivero Fuentes, Ralph Garcia, Leslie Gonzalez, Austin Grant, Michael Hutchinson, Naila Kling, Steven Palousek, Thanh Ramp, Ian Ritenour, Ricardo Ernesto Robinson Hawkins, Lee Salmer, Heidi Scherber, Ashley Torrence, Jacob Velez and Narshunea Wells.



Above: Angie Anaya, John Campbell, Jonathan Cohen, Omar Diaz, Lonna Drewes, Lauren Epstein, Leela Field, Aleta Garrett, Vanita Green, Meraflor Codal Hendricks, Logan Iwatate, Joshua Lee, Hunter McClelland, Carson Ness, Brad Sternhill and Patricia Wallace.

*Happy Holidays from SEATU*





# Union Member Rights, Officer Responsibilities Under The Labor-Management Reporting and Disclosure Act

The Labor-Management Reporting and Disclosure Act (LMRDA) guarantees certain rights to union members and imposes certain responsibilities on union officers. The Office of Labor-Management Standards (OLMS) enforces many LMRDA provisions while other provisions, such as the bill of rights, may only be enforced by union members through private suit in Federal court.

## Union Member Rights

**Bill of Rights** - Union members have:

- Equal rights to participate in union activities
- Freedom of speech and assembly
- Voice in setting rates of dues, fees, and assessments
- Protection of the right to sue
- Safeguards against improper discipline

**Copies of Collective Bargaining Agreements:** Union members and nonunion employees have the right to receive or inspect copies of collective bargaining agreements.

**Reports:** Unions are required to file an initial information report (Form LM-1), copies of constitutions and bylaws, and an annual financial report (Form LM-2/3/4) with OLMS. Unions must make the reports available to members and permit members to examine supporting records for just cause. The reports are public information

and copies are available from OLMS.

**Officer Elections:** Union members have the right to:

- Nominate candidates for office
- Run for office
- Cast a secret ballot
- Protest the conduct of an election

**Officer Removal:** Local union members have the right to an adequate procedure for the removal of an elected officer guilty of serious misconduct.

**Trusteeships:** Unions may only be placed in trusteeship by a parent body for the reasons specified in the LMRDA.

**Prohibition Against Certain Discipline:** A union or any of its officials may not fine, expel, or otherwise discipline a member for exercising any LMRDA right.

**Prohibition Against Violence:** No one may use or threaten to use force or violence to interfere with a union member in the exercise of LMRDA rights.

## Union Officer Responsibilities

**Financial Safeguards:** Union officers have a duty to manage the funds and property of the union solely for the benefit of the union and its members in accordance with the union's constitution and bylaws. Union officers or employ-

ees who embezzle or steal union funds or other assets commit a Federal crime punishable by a fine and/or imprisonment.

**Bonding:** Union officers or employees who handle union funds or property must be bonded to provide protection against losses if their union has property and annual financial receipts which exceed \$5,000.

**Labor Organization Reports:** Union officers must:

- File an initial information report (Form LM-1) and annual financial reports (Forms LM-2/3/4) with OLMS.
- Retain the records necessary to verify the reports for at least five years.

**Officer Reports:** Union officers and employees must file reports concerning any loans and benefits received from, or certain financial interests in, employers whose employees their unions represent and businesses that deal with their unions.

**Officer Elections:** Unions must:

- Conduct elections for officers of national unions or intermediary districts at least every four years by secret ballot.
- Conduct regular elections in accordance with their constitution and bylaws and preserve all records for one year.
- Mail a notice of election to every member at least 15 days prior to the election.

■ Comply with a candidate's request to distribute campaign material.

■ Not use union funds or resources to promote any candidate (nor may employer funds or resources be used).

■ Permit candidates to have election observers.

■ Allow candidates to inspect the union's membership list once within 30 days prior to the election.

**Restrictions on Holding Office:** A person convicted of certain crimes may not serve as a union officer, employee, or other representative of a union for up to 13 years.

**Loans:** A union may not have outstanding loans to any one officer or employee that in total exceed \$2,000 at any time.

**Fines:** A union may not pay the fine of any officer or employee convicted of any willful violation of the LMRDA.

*Note: The above is only a summary of the LMRDA. Full text of the Act, which comprises Sections 401-531 of Title 29 of the United States Code, may be found in many public libraries, or by writing the U.S. Department of Labor, Office of Labor-Management Standards, 200 Constitution Ave., NW, Room N-5616, Washington, DC 20210, or on the internet at [www.dol.gov](http://www.dol.gov)*

## 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 activities 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, international affairs 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 also will 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 are 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 also may play a role in the development and formulation of union policies.

**2. Cost of union membership** — In addition to working dues, to belong to the union as a full book member the cost is \$300.00 (three hundred dollars) per year or \$75.00 (seventy-five dollars) per quarter.

**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 costs germane to the collective bargaining process. After review of all expenses during the 2018

calendar year, the fee cost associated with this representation amounts to 98.60 percent of the dues amount. This means that the agency fee based upon the dues would be \$295.80 (two hundred ninety-five dollars eighty cents) for the applicable year. An appropriate reduction also will be calculated for working dues.

This amount applies to the 2020 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between December 1, 2019 and November 30, 2020 will have this calculation applied to their 2020 dues payments which may still be owed to the union. As noted below, however, to continue to receive the agency fee reduction effective January 2021, your objection must be received by December 1, 2020.

A report which delineates chargeable and non-chargeable expenses is available to you free of charge. You may receive a copy of this 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 2018.

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 beginning 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 apply only 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 the 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.

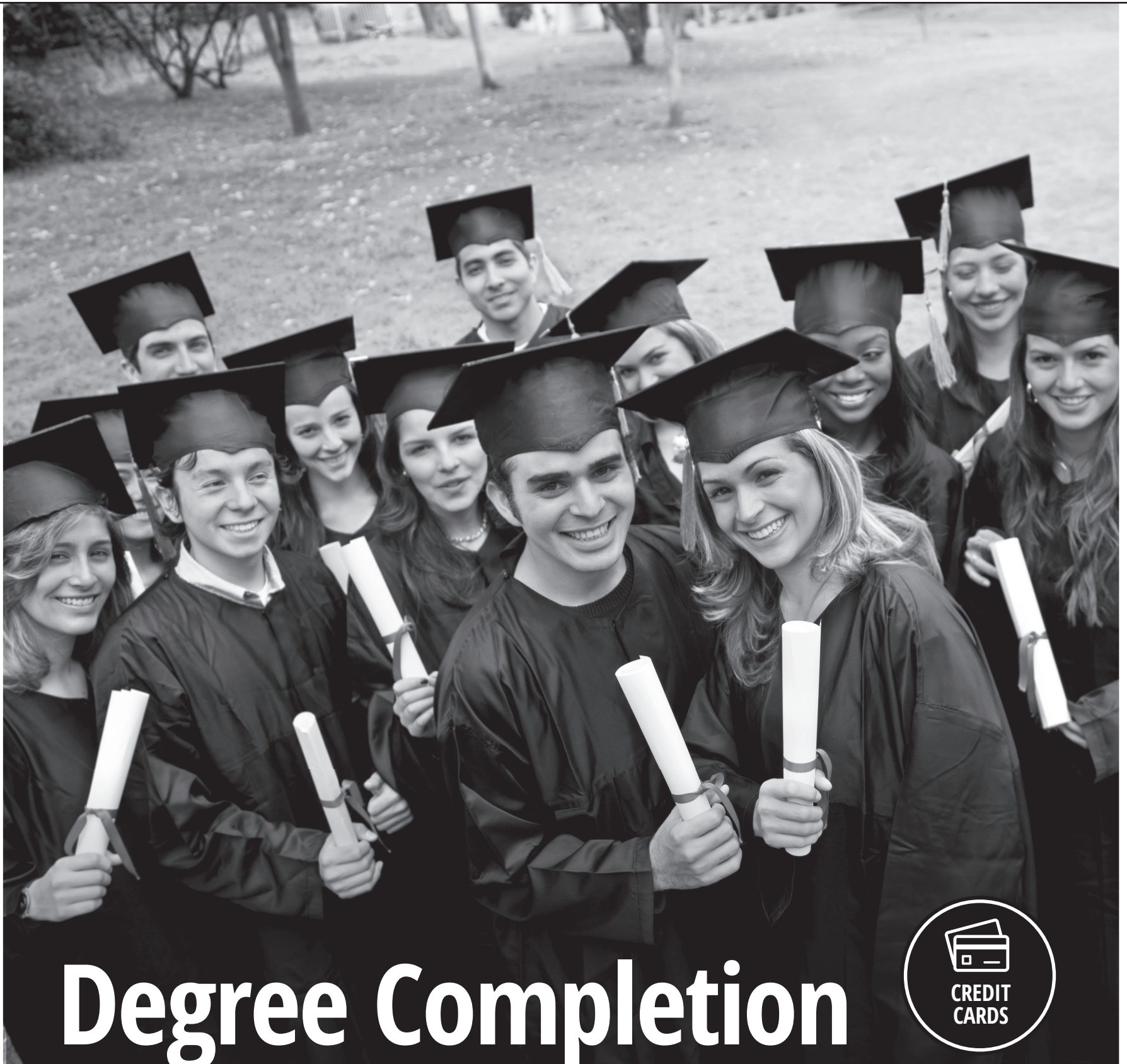
**7. Appeal procedure** — Upon receiving the challenge(s) at the end of the 45-day period, the union will consolidate all appeals and submit them to an independent arbitrator. The presentation to the arbitrator will be either in writing or at a hearing. The method of the arbitration will be determined 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.

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  
Secretary-Treasurer





# Degree Completion



**The Union Plus Bachelor's Degree Completion Program** offers students from working families the opportunity to continue their education beyond an associate's degree. This complement to the Union Plus Free College Program allows union members and their eligible family members to complete a bachelor's degree at a highly discounted cost.

Find out more about this and other great Union Plus programs by visiting [unionplus.org](http://unionplus.org).



Learn more at **[unionplus.org](http://unionplus.org)**



12/19



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](http://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 2020 Meeting Dates

The meeting dates and times for 2020 SEATU quarterly membership meetings are as follows:

Quarter 1

Algonac - Fri., Jan. 10 at 1 p.m.  
Columbus - Wed., Jan. 15 at 1 p.m.  
Joliet - Thu., Jan. 16 at 1 p.m.  
Honolulu - Fri., Jan. 17 at 10:30 a.m.  
Lawrenceburg/Miami Valley - Wed., Jan. 22 at 1 p.m.  
Maryland\*- Thu., Jan. 9 at 1 p.m.  
New Orleans -Tue., Jan. 14 at 1 p.m.  
Riverside - Wed., Feb. 5 at 1 p.m.  
St. Louis/Alton - Fri., Jan. 17 at 1 p.m.

Quarter 2

Algonac - Fri., April 10 at 1 p.m.  
Columbus - Wed., April 15 at 1 p.m.  
Joliet - Thu., April 16 at 1 p.m.  
Honolulu - Fri., April 17 at 10:30 a.m.  
Lawrenceburg/Miami Valley - Wed., April 22 at 1 p.m.  
Maryland\* - Thu., April 9 at 1 p.m.

Quarter 3

Algonac - Fri., July 10 at 1 p.m.  
Columbus - Wed., July 15 at 1 p.m.  
Joliet - Thu., July 16 at 1 p.m.  
Honolulu - Fri., July 17 at 10:30 a.m.  
Lawrenceburg/Miami Valley - Wed., July 22 at 1 p.m.  
Maryland\* - Thu., July 9 at 1 p.m.  
New Orleans - Tue., July 14 at 1 p.m.  
Riverside - Wed., Aug. 5 at 1 p.m.  
St. Louis/Alton - Fri., July 17 at 1 p.m.

Quarter 4

Algonac - Fri., Oct. 9 at 1 p.m.  
Columbus - Wed., Oct. 14 at 1 p.m.  
Joliet - Thu., Oct. 15 at 1 p.m.  
Honolulu - Fri., Oct. 16 at 10:30 a.m.

Lawrenceburg/Miami Valley - Wed., Oct. 21 at 1 p.m.  
Maryland\* - Thu., Oct. 8 at 1 p.m.  
New Orleans - Tue., Oct. 13 at 1 p.m.  
Riverside - Wed., Nov. 4 at 1 p.m.  
St. Louis/Alton - Fri., Oct. 16 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: Mutuels, Deep Cleaners, Cooks, Barbacks, Stewards

Chicagoland/Joliet

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

Honolulu

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

Kansas City

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

Lawrenceburg

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

Maryland

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

New Orleans

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

Ohio

Miami Valley Gaming  
Cage: Kyle Bauer  
Count Room: Daniel Estle  
Gaming Attendants: Gwen Nevin, Gina Fumi-Fiamawle  
Gaming Technician: Shawn Brown  
Facilities: Andrew Johnson  
Food & Beverage: Carlos Mendez, Kerri Gates  
Player Services: Tom Cox  
Warehouse: Tabitha Stephens  
Hollywood Gaming Dayton  
Raceway  
VLT: Nieawna Russel  
F&B: Jackson Wolph  
Facilities: Scott McCane  
Cage: Amy King  
Mutuals: Linda Yeatman  
Hollywood Gaming at Mahoning Valley  
Current Delegates:  
Food & Beverage: Nilsa Lipscomb, Dasia Flenoury  
VLT: Justin Teaque  
Facilities: Mike Morris,  
Retail: Joyce Pishkur

Riverside

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

St. Louis/Alton Metro

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