

The

SEATU

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ENTERTAINER

SERVICE • HOSPITALITY • GAMING

The New Normal for SEATU Members



Pictured above, one of the multiple temperature checkpoints at the SEATU-contracted Maryland LIVE! Hotel and Casino in Columbia, Maryland. These safety precautions are just one of the many changes made to help keep both guests and employees safe during the ongoing global pandemic. **Additional photos on Pages 4-5.**

Biden, Harris Victory a Win for Unions

SEATU’s political department has completed its review of the preliminary results of Election 2020. As always, until these races are certified by their respective state governments, these are preliminary results only.

Unlike most federal political action committees, the Seafarers Political Activities Donation – SPAD, the union’s voluntary fund – is bipartisan, and the union

contributes to incumbents, challengers and candidates running in open seat races. As of this writing, Joe Biden and Kamala Harris are the presumptive winners for the White House. The Electoral College votes on Dec. 14 to confirm the final results.

Additionally, SPAD participated in 153 House of Representatives races around the country. Of those races, the SIU-backed candidate won in 149 and lost in four.

That’s a win percentage of 97.38. SPAD participated in 13 Senate races around the country. Of those races, the SIU-backed candidate won in every single race. That’s a win percentage of 100. SPAD supports candidates of both parties and also supports challenger and open seat candidates as well.

In a letter to SIU President Michael Sacco earlier this year, former Vice President Biden wrote in part, “As a lifelong advocate for working families and unions, I write to assure you of my strong and unwavering support for the Seafarers International Union, its members, and the U.S.-flag Merchant Marine fleet. Labor unions built the middle class and the middle class built this country. The basic building blocks of a good life – middle class jobs at union wages, a 40-hour work week, health insurance, retirement benefits, a voice in the workplace – resulted from workers who organized unions and fought for worker protec-

tions. This is the history of the Seafarers International Union. And at a time when our country is facing unprecedented challenges, our economic future today depends on unions like yours – just as it did in the past.

“Just as unions are essential to the middle class, the U.S.-flag Merchant Marine fleet and the men and women who operate U.S.-flag ships are crucial to America’s national security, our international trade relationships, and economic development,” Biden continued. “For this reason, I have been a consistent and strong advocate for the Jones Act and its mandate that only U.S.-flag vessels carry cargo in the coastwise trade. As President, I will continue my strong support for the Jones Act.”

He added his ongoing support for cargo preference laws, the United States Maritime Security Program, and the United States Export-Import Bank, all of which help maintain jobs for U.S. mariners aboard American-flag vessels.

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What’s Inside

- Meet the Newest SEATU Rep

- Beck Notice

Page 5

Page 6

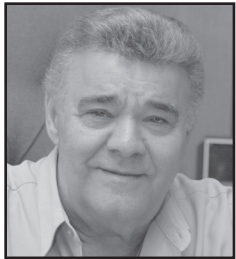


## President's Column

### Ready for Success in 2021

As the end of another successful year for our union approaches, 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.

This was no small accomplishment in 2020. The COVID-19 pandemic has dominated everyone's lives, including their "work lives." At press time for this edition of The Entertainer, the pandemic had claimed the lives of nearly 258,000 Americans. In addition to lives, the virus has had a deep and profound impact on our economy. All across the country, small and large businesses alike are being shuttered at an alarming rate, some of which will never return. The jobs market is volatile in all sectors and unemployment rates remain alarming. Millions



Michael Sacco

of Americans face uncertain futures when it comes to even the basic necessities of food and shelter. It's anyone's guess as to when we as a country will start to see light at the end of this extremely dark pandemic tunnel and life as we know it returns to normal, though the promising news concerning vaccines does indeed provide hope.

Things have been particularly tough in the gaming and hospitality industry, as most of our contracted worksites had to close for varying periods of time this year. While most of our casinos are open again, we are now in uncharted territory in a lot of ways. The workplaces have done their best to modify both employee spaces and public areas with safety in mind. That means masks on, stand six feet apart, stay behind the plastic barriers, the list goes on and on. While none of this is normal, it's the "new normal" that we'll be living in for at least a while longer. We'll make the most of it.

And we are also aware that it's a slow process getting everyone back to work. Many worksites are operating at a reduced number of employees, as well as a dramatically lowered capacity for guests. I remain confident that we are taking all the necessary precautions as we work with the companies to get every SEATU member back to work in a safe and responsible manner. It's in everyone's best interest that SEATU members arrive back to work healthy, and that their workplace has taken every precaution to help keep them that way.

It's here that I'd like to thank our SEATU leadership, for sparing no effort on behalf of the rank-and-file membership. They've gone above and beyond during this crisis to make sure that our members knew they had the power of a union looking out for them, and to make themselves available if members had questions or concerns. We're not perfect, but we've done everything we can to lessen these new burdens for our members.

Looking ahead, I have every confidence that we will continue to make great strides in our pursuits. These strides should be made easier thanks to the results of the recent general elections. Some of you may know that President-Elect Biden and Vice President-Elect Harris are longtime friends of the SIU (SEATU's parent organization) and unwavering backers of the Jones Act, the law that keeps the maritime industry afloat. Besides the maritime industry, they also are well versed in organized labor and will be our allies when it comes to protecting and expanding workers' rights.

#### Happy Holidays

The winter holidays once again are here. 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 season and a highly productive and prosperous New Year.

## Trumka: "Biden's Firewall was Union Made"

*Editor's note: AFL-CIO President Richard Trumka on Nov. 5 delivered remarks during a virtual post-election press conference. Those remarks, in part, follow.*

"This has been an unprecedented election. And it came during an unprecedented year.

"A year of anger and sorrow and civil unrest. A year of unfathomable loss. Loss of jobs and economic security. Loss of life.

"The U.S. just reported more than 100,000 new COVID-19 infections, the most cases in a single day since pandemic's start.

"But during this trying year, union members have delivered for America—every day in every way. Stocking the shelves. Moving goods and people. Fighting the fires. Healing the sick.

"The resilience of unions is the story of 2020. It's been on display all year.

"It's guided by our belief that a better day is still within our reach. And today, I am more confident than ever that better day is near.

"Joe Biden has won more votes than any candidate for president—ever. And he is on a path to 270 electoral votes.

"Biden's path to the White House ran through America's labor movement. Initial topline from our post-election survey show union members went 58 percent for Joe Biden and Kamala Harris. While the general public supported Biden by three points, our members favored him by 21 points.

"Simply put, we got out the vote. In Wisconsin. In Michigan. In Pennsylvania.

"Joe Biden's firewall was union made!

"And the labor movement is expanding the map. Look at Arizona. Look at Georgia.

"We're writing America's comeback story. And Joe Biden is on track to be our next president.

"But with a few final states still counting ballots, this is a moment to exercise patience.

"AFL-CIO members of all political stripes agree. Seventy-eight percent believe the candidates should accept and respect the will of the American people. That includes Biden and Trump voters.

"Union members love this country because we built this country. And no matter who we supported, we're ready to rebuild and heal this country.

And together, we will defend our democracy.

"Let me tell you about what happened in Detroit. On Tuesday night, a chaotic scene erupted outside the vote tally room at the TCF Center. Protesters showed up. They harassed and intimidated nonpartisan volunteers who were counting ballots. They screamed "stop the votes" and "stop the counts." The Michigan AFL-CIO put out an email Wednesday at 3 a.m. asking members to show up and protect our democracy. The outpouring of support



Richard Trumka  
President, AFL-CIO

was incredible. Union members showed up, peacefully defused the tension and the count proceeded.

"Later that day, Michigan was called for Joe Biden.

"That is who we are. That is what we stand for. That is what we are prepared to do.

"I have a message for anyone who would seek to prevent our votes from being counted. To prevent the electors we choose from being seated. To prevent the duly elected president and vice president from being inaugurated on January 20, 2021.

"We will not let you take our democracy away from us.

"Look, we are not declaring victory yet, but we are on our way to putting a compassionate and wise man back in the White House.

"There will be work to do over these next few days. And no shortage of work over the next four years. While we don't know the final composition of the Senate, we know our priorities. Our members made it clear. 95 percent say that protecting workers' rights is the top priority for this next congress. And yes, that includes 93 percent of our members who went for Trump.

"The right to collective bargaining.

"Fair wages and workplace safety.

"A voice on the job.

"The belief that all work has dignity and everyone should retire with security.

"None of that is red or blue. It's simply American. It's what America's labor movement has fought for in 2020—not just in this election but in our workplaces, too.

"Union members are meeting the moment. Union voters are ushering in a better day. None of this will be easy, but union members are not afraid of hard work. We do it every day and we see the job through.

"We're powerful. We're united. And we're ready for change."

## SEATU Directory

#### HEADQUARTERS

5201 Capital Gateway Drive  
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

45353 St. George's Avenue  
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



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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 2,900 SEATU members have completed their training since March 2014. Following are class photos from some of the most recent courses.*



Above: Julia Bruning, Bryan Harold Canaleta Bueno, Alexander Burnham, Crisostomo Anonuevo Carandang, Toshinko Darden, Daireen Espinosa, Kenya Gonzalez, Dominic Graham, Dominique Jones, Jacob Krawczyk, Pamela Lunderman, Erica Manygoats, Stephanie McGee, Arnulfo Perez Rebancos, Las-sina Inez Richardson, Daniel Vanrooyen, Cody Vezirian, Gregory Williams and Tammy Winward.



Above, in alphabetical order (not all are pictured): Michael Brackett, Raynell Clark, Dacoda Crowley, Mercedes Duran, Zachary Frank, Nicole Harris, Charles Havern, Rikki Hoffmann, Andrew Mancini, Irving Paredes, Giustino Poliandro, Shayla Quick, Glenn Dennis Ramirez, Arnulfo Perez Rebancos, Jessica Roberts, Cristina Romano, David Stewart, Endale Tefera, Rashad Thompson, Catherine Tudor, Daniel Vanrooyen and Bandele Waiters.



Above (not all are pictured): David Anglin, Mary Elizabeth Bell, Kyle Brown, Shanyah Cochran, Filmeno De Leon Filomeno, Gembert Cayanan Garcia, John Kilat, Nashalie Maldonado, Robin McKnight, Christopher Orr, Ruby Roachford, Marnie Rodebush, Kori Stephens, Adam Willinger and Derrick Zinnerman.



# Masks, Sanitation and Safety at Maryland LIVE



Party Starter Latisha Hopkins (left) and Bartender Corrine Lancaster, ready to make and serve drinks directly to casino patrons.



The temporary employee entrance, complete with temperature readers monitored by members of the security team.



A row of Video Lottery Terminals (VLTs), divided by plastic barriers between each seat. On rows of VLTs without barriers, every other terminal is turned off, to create the necessary separation between patrons.



# MD Live Prioritizing Safety for Guests, Employees



Nancy Jones, Cook at the Orchid Kitchen



The lobby of the Maryland LIVE! Hotel. Note the plastic barrier covering the length of the check-in desk.



Informational signage and sanitation stations are at every entrance to the hotel and casino.

## Meet SEATU’s Newest Representative

Starting a new job is always a challenge, but new SEATU Representative Alexandra Sanderson started serving the membership in mid-July of 2020, during the height of the COVID-19 crisis.

“The entire process, from interviewing to training, was very different,” said Sanderson, “but I feel like SEATU did the best they could do to get me acclimated considering how unprecedented these times we’re in are.”

“It was perfect timing because I was actively looking for a new job at that time,” she said. “I came from managing a service department of a car dealership, which I feel gave me needed experience in conflict resolution and putting out fires

before they start - two skills that have definitely come in handy being a rep!”

In addition, she comes from a union family, with multiple family members having been UFCW members during their careers.

“One piece of advice I would have for the members would be to not let your fears of failure get in the way of striving for more. I know it sounds extremely cliché, but it really is true. We are sometimes our own worst enemy by getting in our own heads,” she stated, before saying to the membership, “I am here to help! I worked my way up the ladder at my last job, so I know how important it is to feel like your voice at work matters, and not just like another worker.”



Alexandra Sanderson - SEATU Representative



# 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 2019 calendar year, the fee cost associated with this representation amounts to 98.78 per-

cent of the dues amount. This means that the agency fee based upon the dues would be \$296.34 (two hundred ninety-six dollars thirty four cents) for the applicable year. An appropriate reduction also will be calculated for working dues.

This amount applies to the 2021 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between December 1, 2020 and November 30, 2021 will have this calculation applied to their 2021 dues payments which may still be owed to the union. As noted below, however, to continue to receive the agency fee reduction effective January 2022, your objection must be received by December 1, 2021.

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 Capital Gateway Drive, Camp Springs, MD 20746. This report is based upon an audited financial report of the union's expenses during 2019.

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 Capital Gateway Drive, 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





# Celebrate Savings



**Celebrate the holidays 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 meals at select restaurants with savings for union members.

Find out more about these discounts and other great benefits at **unionplus.org**.

## Learn more at [unionplus.org](https://unionplus.org)



<sup>3</sup> 15% 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](https://unionplus.org/att) or contact AT&T at 866-499-8008 for details.

SEATU-ES-11-19-2020 12/20



# The ENTERTAINER

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**Text "SEATU" to 97779  
To Sign Up for SEATU  
Text Alerts**

## 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.

## 'Building Back' with President-Elect Joe Biden

*Editor's note: The following article was provided by the AFL-CIO.*

Democracy is prevailing. Joe Biden and Kamala Harris' victory in this free and fair election is a win for America's labor movement. Everywhere in every way, working people are heroically and resiliently fighting back against this pandemic, its economic fall out, chronic income inequality and systemic racism.

President-elect Biden and Vice President-elect Harris saw us, heard us and campaigned on a promise that we, as one nation, will build back even better than before. That is why working people decisively rejected the politics of darkness and division and voted in record numbers for public servants who want to join us in writing America's comeback story.

Let's be clear: Union voters delivered this election for Biden and Harris. Their message and commitment to create "the most significant pro-labor, pro-worker administration" resonated with our 12.5 million members and 56 affiliated unions who are hungry for a bigger voice in our economy and our politics.

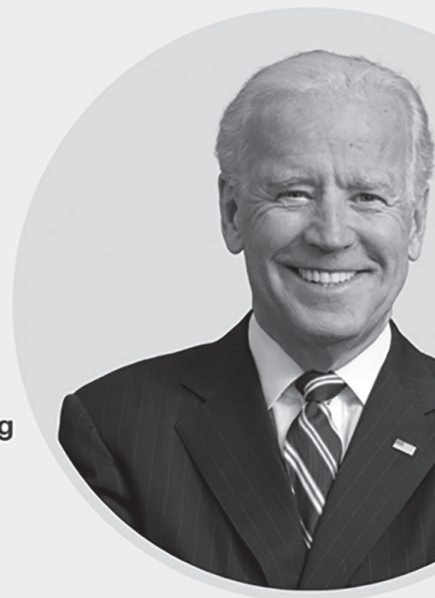
Now the AFL-CIO stands ready to help the president-elect and vice

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**I made it clear with the corporate leaders. I said, I want you to know I'm a union guy, unions are going to have increased power. They just nodded, they understand. It's not anti-business. It's about economic growth, creating good paying jobs.**

— JOE BIDEN

*President-Elect of the United States*



president-elect deliver a long overdue workers' first agenda. That starts with passing the HEROES Act to provide our families and communities emergency support and services in the face of this deadly virus. But COVID-19 relief is just that—relief. Once working people are made whole, the real rebuilding can begin. We call on

Congress to pass and Biden to sign the Protecting the Right to Organize (PRO) Act early in 2021 to make sure every worker who wants to form or join a union is able to do so freely and fairly. Working people want our leaders to act swiftly and think more boldly than ever before. The time to begin is now.

## 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, Russ Selvitella, Stephen Stern  
**Player Services:** Seeking volunteers  
**EVS:** Seeking volunteers  
**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:** Seeking volunteers  
**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:** Alfonso Hernandez  
**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:** Jackie Holstein  
**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  
**Count Room:** Jackie Hibbs  
**Slots:** Sabrina Louthain  
**Maintenance:** Ahmad Alzaidi  
**EVS:** Eddie Heilmann

### 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