

The

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# ENTERTAINER



SERVICE • HOSPITALITY • GAMING

## Members Win in Nine-Year Contract with NCL



SEATU members vote in favor of the new agreement while onboard the *Pride of America*.

SEATU members working aboard the *Pride of America* recently left no doubt about their view of a new contract between the union and Norwegian Cruise Line (NCL). Members unanimously ratified a nine-year agreement described by several as “groundbreaking” for cruise ships, and included seismic wage increases for many of the ratings aboard the ship. Voting took place Sept. 24 in Portland, Oregon, aboard the vessel.

“This is an outstanding contract, as reflected by the overwhelming support of the membership,” said SEATU Executive Vice President Augie Tellez. “It’s a fair and beneficial agreement for both sides. I extend my sincere compliments to everyone involved in the negotiations.”

Union member **Bryan Wells** said, “The wage increase gives newer members the opportunity to not have to worry so much about trying to earn a living wage, especially while trying to get their time in for seniority. I hope this will help remove any stigma about this vessel and instead show the opportunity it can be for those members who are trying to get a start in our industry. It’s definitely a nice starting point that we can hopefully continue to improve upon in the future.”

Negotiations for enhancements to the contract began in late 2019, and were put on hold for several months due to the COVID-19 pandemic. However, SEATU and NCL agreed to a contract extension earlier this year and bargaining resumed, with the union and company negotiating committees meeting numerous times (multiple times per week in some cases).

“Both committees worked tirelessly, and that included nights, weekends and holidays,” SEATU Assistant Vice President Bryan Powell said. “The aim was to achieve an agreement that was more in line with the industry standard agreements, and I believe we achieved that with most of the major economic elements. Frankly, the package far exceeds what has been in effect historically in this market. I’m happy all the hard work paid off and we were able to deliver such a robust package for the membership!”

SEATU Vice President Tom Orzechowski stated, “The contract reflects continued stability and continued partnership. I think everyone’s focus now is to get this market back into play, relative to the challenges of the pandemic.”

The contract includes a completely new wage schedule with increased rates effective Oct. 1, 2021, providing market wage increases for all classifications, increasing base wage rates and overtime pay between 10% and 29% (depending on rating). The

agreement also includes across-the-board increases of three percent for all wages effective April 1, 2022 and each anniversary thereafter.

Additionally, the Seafarers Money Purchase Pension Plan benefit will increase from the current one percent of base wages on the following schedule: April 1, 2022, two percent of all base wages; April 1, 2024, three percent of all base wages.

Other features of the new agreement include boosts to the level of maintenance and cure payments, and enhanced payments for loss of personal property.

Principle negotiators for the union and company bargaining teams, respectively, were Powell and NCL Senior Vice President of Shipboard Talent Management Christian R. Weindorf.

Lynn White, executive vice president and chief talent officer at NCL, provided the following statement: “Norwegian Cruise Line continually reviews our compensation and benefits structure, allowing us a competitive edge in attracting and retaining the best talent in each area of our operation. An extension of this commitment is our partnership with the union. By working together over many months of bargaining, we’ve agreed on an outstanding compensation package, including an increased pay structure and ongoing benefit enhancements over the life of the agreement. We are very pleased that the union membership ratified it unanimously, as we believe it will greatly benefit our existing shipboard union members and strengthen our recruitment efforts in the future. We thank the union for its continued commitment and partnership with NCL, and our existing shipboard union members for their support, hard work and dedication, especially during these challenging times.”



SEATU Representative Warren Asp (left) and Delegate Lucia Colon (right)

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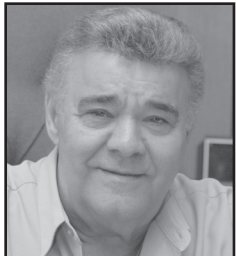
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## President's Column

### In Support of the PRO Act

During the White House Labor Day observance, both President Biden and AFL-CIO President Liz Shuler emphasized the importance of passing legislation that would boost workers' rights. Biden reiterated his full support for the Protecting the Right to Organize (PRO) Act, while Shuler explained why the bill remains organized labor's top legislative priority.



Michael Sacco

The bill already passed in the House of Representatives but faces challenges in the Senate, mainly because of a likely filibuster.

It has been several months since I wrote about the PRO Act. For those who missed the earlier communication or who are interested in a refresher, I'll start by pointing out that nearly half of all nonunion workers (more than 60 million people) would join a union today if given the chance, according to non-partisan polling. Public approval of

unions, at 65 percent, has reached one of its highest marks in decades.

Union members can bargain for higher wages and are much more likely to have health care and a pension. The union advantage is even greater for people of color, women, immigrants, and others who have confronted workplace discrimination. A union contract is a potent weapon because it establishes fair and transparent systems for hiring and firing, wages and more.

Things have gotten so bad, there is an entire union-busting industry that basically works nonstop to block workers from exercising those rights. And, according to the AFL-CIO, in nearly half of all union organizing drives, employers break the law. They lie, threaten, and routinely fire union supporters. Workers are forced to attend mandatory meetings focused on union-bashing. Any fines for this illegal behavior are often inconsequential.

This explains how we have reached the point where more than 60 million people would vote to join a union, but only one in 10 workers actually has one. Not coincidentally, as the collective strength of workers to negotiate for better pay and benefits has eroded, the gap between rich and poor has reached levels unseen since the Great Depression. The fall of union density has been a direct cause of rising inequality over the past four decades.

Passing the PRO Act will update the NLRA and give workers a fair opportunity to join or form a union. Once workers vote to form a union, the PRO Act will require the National Labor Relations Board to set a time limit for the employer to commence bargaining a first contract. (Too often, when workers choose to form a union, employers stall the bargaining process to avoid reaching an agreement.)

The PRO act includes many other benefits for workers and their families – and their employers. Workers who have a voice on the job are the best kind.

Significantly, the PRO Act will finally end so-called “right to work” (for less) laws once and for all. These laws have been promoted by a network of billionaires and special interest groups in an effort to divide working people and give more power to corporations at the expense of workers. They have had the effect of lowering wages and eroding pensions and health care coverage in states where they have been adopted.

#### Happy Holidays

Although we're all still dealing with the COVID-19 pandemic, we've at least been able to take some steps toward normalcy during the past year. It hasn't been easy, and I appreciate the sacrifices and efforts of everyone throughout our organization, starting with the rank-and-file members and most definitely including our staff and our officials.

As we head into the winter holidays, I wish everyone safety and happiness. If you're on the job during the holidays, thank you for helping fulfill our commitments. If you're home, enjoy time with your family and friends.



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## What We Know About the Omicron Variant

*Editor's note: The following information is from the U.S. Centers for Disease Control and Prevention.*

On November 24, 2021, a new variant of SARS-CoV-2, B.1.1.529, was reported to the World Health Organization (WHO). This new variant was first detected in specimens collected on November 11, 2021 in Botswana and on November 14, 2021 in South Africa.

On November 26, 2021, WHO named the B.1.1.529 Omicron and classified it as a Variant of Concern (VOC). On November 30, 2021, the United States designated Omicron as a Variant of Concern, and on December 1, 2021 the first confirmed U.S. case of Omicron was identified.

CDC has been collaborating with global public health and industry partners to learn about Omicron, as we continue to monitor its course. CDC has been using genomic surveillance throughout the course of the pandemic to track variants of SARS-CoV-2, the virus that causes COVID-19, and inform public health practice. We don't yet know how easily it spreads, the severity of illness it causes, or how well available vaccines and medications work against it.

Despite the increased attention of Omicron, Delta continues to be the main variant circulating in the United States.

#### What We Know: Infection and Spread

- **How easily does Omicron spread?** The Omicron variant likely will spread more easily than the original SARS-CoV-2 virus and how easily Omicron spreads compared to Delta remains unknown. CDC expects that anyone with Omicron infection can spread the virus to others, even if they are vaccinated or don't have symptoms.

- **Will Omicron cause more severe illness?** More data are needed to know if Omicron infections, and especially reinfections and breakthrough infections in people who are fully vaccinated, cause more severe illness or death than infection with other variants.

- **Will vaccines work against Omicron?** Current vaccines are expected to protect against severe illness, hospitalizations, and deaths due to infection with the Omicron variant. However, breakthrough infections in people who are fully vaccinated are likely to occur. With other variants, like Delta, vaccines have remained effective at preventing severe illness, hospitalizations, and death. The recent emergence of Omicron further emphasizes the importance of vaccination and boosters.

- **Will treatments work against Omicron?** Scientists are working to determine how well existing treatments for COVID-19 work. Based on the changed genetic make-up of Omicron, some treatments are likely to remain effective while others may be less effective.

#### We have the Tools to Fight Omicron

Vaccines remain the best public health measure to protect people from COVID-19, slow transmission, and reduce the likelihood of new variants emerging. COVID-19 vaccines are highly effective at preventing severe illness, hospitalizations, and death. Scientists are currently investigating Omicron, including how protected fully vaccinated people will be against infection, hospitalization, and death. CDC recommends that everyone 5 years and older protect themselves from COVID-19 by getting fully vaccinated. CDC recommends that everyone ages 18 years and older should get a booster shot at least two months after their initial J&J/Janssen vaccine or six months after completing their primary COVID-19 vaccination series of Pfizer-BioNTech or Moderna.

Masks offer protection against all variants. CDC continues to recommend wearing a mask in public indoor settings in areas of substantial or high community transmission, regardless of vaccination status. CDC provides advice about masks for people who want to learn more about what type of mask is right for them depending on their circumstances.

Tests can tell you if you are currently infected with COVID-19. Two types of tests are used to test for current infection: nucleic acid amplification tests (NAATs) and antigen tests. NAAT and antigen tests can only tell you if you have a current infection. Individuals can use the COVID-19 Viral Testing Tool to help determine what kind of test to seek. Additional tests would be needed to determine if your infection was caused by Omicron. Visit your state, tribal, local, or territorial health department's website to look for the latest local information on testing.

Self-tests can be used at home or anywhere, are easy to use, and produce rapid results. If your self-test has a positive result, stay home or isolate for 10 days, wear a mask if you have contact with others, and call your healthcare provider. If you have any questions about your self-test result, call your healthcare provider or public health department.

Until we know more about the risk of Omicron, it is important to use all tools available to protect yourself and others.

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# LGBTQ Unionists: PRO Act Would Help Fight Discrimination

*Editor’s note: The following piece was written by Steve Wishnia of LaborPress. It has been edited slightly to conform to local style.*

Passing the Protecting the Right to Organize Act would be a huge step toward reducing discrimination against gay, lesbian, bisexual, and transgender workers, said the head of the AFL-CIO’s LGBTQ constituency group.

“The best and most durable protection that an LGBTQ person can get at work is a solid union contract,” Jerame Davis, executive director of Pride At Work, told LaborPress.

While a landmark Supreme Court decision of June 2020 held that the Civil Rights Act of 1964’s ban on employment discrimination on the basis of sex extended to sexual orientation and gender identity, he explained, that discrimination “is still a pretty big problem.”

LGBTQ people are more likely to live in poverty, he said, especially if they’re Black, Latino, or trans. An April 2020 survey commissioned by the Human Rights Campaign found that LGBTQ people were 36% more likely than the general population to have lost work in the lockdowns when the COVID-19 pandemic hit — 30% of queer and trans respondents said their work hours have been reduced, as opposed to 22% of respondents overall.

Twenty-eight states already have laws barring discrimination on the basis of sexual orientation, Davis said. But without help, a worker trying to win redress has to do the work — such as filing a lawsuit or a complaint with the Equal Employment Opportunity Commission — on their own. With union representation, “the union picks up a lot of work. They file a grievance, they do the legwork,” he said. “There is no law that gives you that kind of support.”

The PRO Act, which the House passed by a 225-209 vote March 9, would enable more workers to gain that kind of protection. It contains a host of provisions intended to make it easier for workers to form and sustain unions. It would allow workers to win union representation if a majority signed cards; outlaw “captive-audience meetings” where workers have to listen to anti-union messages; establish penalties for employers who fire union supporters; prohibit the permanent replacement of strikers; and repeal the parts of the Taft-Hartley Act of 1947 that ban “secondary boycotts” and allow states to prohibit the union shop.

“The PRO Act makes it easier to form a union and achieve a first contract — and that is especially significant for members of the LGBTQ+ community,” Stuart Appelbaum, president of the Retail, Wholesale and Department Store Union, said in a statement to LaborPress. “With a union contract, you have powerful protections against homophobia and transphobia — even in states lacking those protections. And with a union contract, you are defended from discrimination and harassment; and a contract can even address bathroom access and the healthcare needs of the trans community. That makes it of particular importance to all members of the LGBTQ+ community that the PRO Act be enacted into law.”

The 2020 Supreme Court decision also meant an automatic upgrade in union contracts, Davis added, because they generally include either an explicit nondiscrimination clause or one that refers to adhering to local, state, and federal antidiscrimination laws.

“It is still important to update contract language to explicitly include appropriate language that prohibits discrimination on the basis of sexual orientation and gender identity or expression,” Pride at Work said. “And unions must enforce these protections to create environments where LGBTQ+ members feel comfortable bringing reports of discrimination to union leaders.”

Union protections are also important, Davis said, because employers usually don’t fire workers for explicitly discriminatory reasons, which makes it difficult for someone who is employed at will to challenge. But under union contracts, workers can’t be terminated without a specific reason — and there is a process to contest employers’ claims that it was for rule violations or poor performance.

Retaliation happens even in supposedly progressive organizations, Davis said. At an online forum in June, he recalls, an Atlanta trans man spoke of how he’d been fired by a local organization that provided services for HIV-positive people for trying to start a union.

“It’s sad, especially in a workplace like that,” he concluded.

The PRO Act, however, faces a certain filibuster by Senate Republicans, which means it would need 60 votes to pass. It also has not been endorsed by all 50 Democrats and independents; the three Democratic holdouts are Kyrsten Sinema and Mark Kelly of Arizona and Mark Warner of Virginia. Sinema and Sen. Joe Manchin (D-W.Va.) are also the Democrats most unequivocally opposed to eliminating the filibuster.

One PRO Act provision might be included in the pending budget-reconciliation bill: allowing the National Labor Relations Board (NLRB) to fine employers for unfair labor practices such as firing workers for trying to organize a union. The fines would qualify as a budgetary matter because they would be government revenue. The Congressional Budget Office projected that this would bring in \$45 million over the next 10 years, House Democratic staffers told LaborPress in July.

Currently, the NLRB can only order an employer to reinstate an unfairly terminated worker and pay them what they would have earned since they were axed, minus anything they’ve made on other jobs in the interim. The PRO Act provision would enable the board to levy fines of up to \$50,000, or \$100,000 for repeat offenders.

“Labor laws in this nation are broken and outdated, which is why the Senate must pass the Protecting the Right to Organize Act,” American Federation of Teachers President Randi Weingarten told LaborPress. “This legislation, while historic on its own, would be momentous for LGBTQ workers who have endured discrimination in the workplace solely because of their sexual orientation and/or gender identity. When people unionize, they form a collective voice, one that helps them fight injustice and makes the workplace and life better for all workers and their families. We must pass the PRO Act so that we are one step closer to having safe and inclusive workplaces, and tackling the income inequality and civil rights violations faced daily by LGBTQ workers.”

# President Biden Delivers Pro-Worker Speech On Labor Day

*Editor’s note: The following speech was given by President Joseph Biden on Labor Day 2021.*

My father taught me from a young age that a job is about much more than a paycheck. It is about dignity, respect, and your place in the community. It is about being able to look your children in the eye and assure them that things are going to be okay. When Americans go to work each day, they are not just making a living — they are pursuing a life with hope for the future. In doing so, they build, drive, care for, and grow our Nation.

Hard-working Americans are the backbone of our country. As I have often said, the middle class built America — and unions built the middle class. Everything that supports a sustainable middle-class life was made possible by unions, and on Labor Day we honor all those workers — and their enduring movement — that keep our economy moving and make our Nation strong.

I believe that every worker deserves not only a fair wage and benefits — but freedom from discrimination, a safe and healthy workplace, and the respect that comes with a secure retirement as well. That is why my Administration always stands proudly with workers. It is why, in the American Rescue Plan, we gave working people a break — helping workers weather the pandemic, giving middle-class families raising children a historic tax cut, and upholding the promise of a dignified retirement by protecting the hard-earned pensions of millions of American workers and retirees. It is also why I am committed to ensuring that all workers have a free and fair opportunity to organize a union and bargain collectively with their employers. This has been a guiding principle of our Nation since union organizing was explicitly encouraged by the National Labor Relations Act in 1935. But for far too long, that principle has been attacked and neglected.

American workers should make their own decisions — free from coercion and intimidation — about organizing with their co-workers to have a stronger voice in their workplaces, their communities, and their government. That is why I strongly support the Protecting the Right to Organize Act and the Public Service Freedom to Negotiate Act. It is also why I created the Task Force on Worker Organizing and Empowerment, and asked Vice President Kamala Harris and Secretary of Labor Martin Walsh to serve as its chair and vice chair.

After more than a year in which essential workers made extraordinary sacrifices and carried our Nation on their backs, this Labor Day we see more clearly than ever that we must build an economy that responds to the needs and aspirations of working people — an economy that deals everyone in and brings everyone along. The pandemic has also exacerbated and revealed for all to see the places where our Nation has fallen short of its promise to deliver equal opportunity to workers of color and their communities. To help address that long-standing challenge, my Administration is pursuing a comprehensive approach to advancing equity, as illustrated in the Executive Order I signed on my first day in office entitled Advancing Racial Equity and Support for Underserved Communities.

Despite the tremendous progress we have made to advance labor protections and strengthen the voice of workers in the workplace, there is still much more we need to do. As in every generation since Labor Day was first celebrated in the late 19th century, there are still those who resist Americans’ efforts to build and sustain worker power — the engine of our economic growth, the key to our long-term success, and the best defense against corporate abuses of power in workplaces, our economy, and our democracy. Over the years, the Labor Movement has won many battles: establishing the 40-hour work week, integrating workplaces, eliminating child labor, securing health and safety protections for workers, and countless other victories. Workers and their unions prevailed time and time again — but the work continues. We are going to keep fighting to restore power to working families and protect the rights of hard-working Americans and unions. That includes seizing the golden opportunity ahead of us to make the largest investment in nearly a century in American infrastructure, American workers, and good union jobs through the Bipartisan Infrastructure Investment and Jobs Act.

On this Labor Day, we honor the pioneers who stood up for the dignity of working people — leaders like César Chávez, the Reverend Dr. Martin Luther King, Jr., A. Phillip Randolph, John L. Lewis, Samuel Gompers, Frances Perkins, and many more. Let us also remember the tireless voices for working families that we have recently lost, including my friend Richard Trumka. We must recommit ourselves to advancing the historic progress these trailblazers made as we work to deliver a decent life with security, respect, and dignity for all.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim September 6, 2021, as Labor Day. I call upon all public officials and people of the United States to observe this day with appropriate programs, ceremonies, and activities that honor the energy and innovation of working Americans.

IN WITNESS WHEREOF, I have hereunto set my hand this third day of September, in the year of our Lord two thousand twenty-one, and of the Independence of the United States of America the two hundred and forty-sixth.

JOSEPH R. BIDEN JR.



# 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. In each photo on the following pages, all members are listed in alphabetical order.*



Above: Desislava Yordanova Asenova, Benjamin Deutsch, Dedrick Kennon, Stacy Lyn, Geovannie Marin Rivera, Charles Marx, Sherrod McClain, Curtis Norton, Jason Osgood and Jonathan Watts.



Above: Jocelyn Atalig, Josephine Bartolazo, Ashley Brescia, Maria Carrano, Christina Marie Larez Castillo, Jayda Harriss, Nikola Havidic, Andrew Killen, Joyleen Quinata and Carlton Young.



Above: Jessica Bannister, Michael Burnside, Justin Cordova, Samantha Douglas, Avry Osborn, Dominique Ridley, Maria Alejandra Rumbao, Allison Schlake, Anthony Thomas, Travis Tyson and Samuel Zaydon.



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



Above: Miriam Basilio, Kanisha Brown, Kelani Lynn Opalec Cing, Gulsen Sarah Cummings, Garrison Hamilton, Brendan Jones, Trevor Kramer, Matthew Kufeldt, Enock Mauvais, Kathryn Mullins, Vanessa Rivas, Austin Rodriguez and Shane Uzzle.



Above: Kevin Hall, Mark Stetson and Christopher Torbik.



Above: Keith Kenney and Sherrod McClain.





# 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 2020 calendar year, the fee cost associated with this representation amounts to 98.70 per-

cent of the dues amount. This means that the agency fee based upon the dues would be \$296.10 (two hundred ninety-six dollars ten cents) for the applicable year. An appropriate reduction also will be calculated for working dues.

This amount applies to the 2022 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between December 1, 2021 and November 30, 2022 will have this calculation applied to their 2022 dues payments which may still be owed to the union. As noted below, however, to continue to receive the agency fee reduction effective January 2023, your objection must be received by December 1, 2022.

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 2020.

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



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SEATU-HS-11-18-21  
12/21



# The ENTERTAINER

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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.

## AFL-CIO Welcomes National Women's Soccer League Players Association as 57th Affiliate

The National Women's Soccer League Players Association (NWSLPA) becomes the AFL-CIO's 57th affiliate after receiving a direct charter today.

The NWSLPA represents players who make up the 10 teams in the league, advocates for them as they navigate their careers, and champions the growth of the league and the women's game.

The NWSLPA, which represents some 200 players, is deep into its #NoMoreSideHustles campaign, calling for fair pay and bringing attention to the athletes' experiences having to work side jobs to make ends meet.

"We are thrilled to welcome these dedicated players to the federation," said AFL-CIO President Liz Shuler. "We look forward to working alongside the athletes in their fight for fair pay and dignity on the job. They've shown that their fights as workers on the soccer field are the same fights as workers from all walks of life have in jobs across this country: the need for safe workplaces, fair pay and to be treated with respect. We know the power of collective voice, and that we win when we stand together."

"We are honored to affiliate with the AFL-CIO. This is truly a historic moment for the NWSL Players Association," said NWSLPA Executive Director Meghann Burke. "As we negotiate our first contract, solidarity is our strength. Through this affiliation, we are formally united with

workers who have come before us to demand respect and dignity in the workplace."

The league is in its ninth season and is scheduled to add two expansion teams in 2022, which then will bring it to a total of 12 teams across the country.

## WELCOME TO THE AFL-CIO



## NATIONAL WOMEN'S SOCCER LEAGUE PLAYERS ASSOCIATION

## 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:** Russ Selvitella,  
**Player Services:** Seeking volunteers  
**EVS:** Seeking volunteers  
**Racing:** Jo Ann Smith  
**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:**  
**Cage:** Celestina Olaleye  
**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:** Seeking volunteers  
**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  
To become a delegate, contact the union hall at 812-539-2941.

### Maryland

Anyone with questions or concerns is encouraged to call 410-537-5987.

Current Delegates:

**Hollywood Casino Perryville**  
**Food & Beverage:** Seeking volunteers  
**Table Games:** Jackie Holstein  
**Poker Dealer:** Seeking volunteers

### Maryland Live! Casino

**Food & Beverage:** Glory Warrick  
**EVS:** Seeking volunteers  
**Housekeeping:** Seeking volunteers  
**Baltimore/Washington International Airport**  
Seeking volunteers  
**Rosecroft Raceway**  
Seeking volunteers

### New Orleans

Anyone wishing to become a delegate or steward is encouraged to call 504-328-7545.

Current Delegates:

**MOPS:** Seeking volunteers  
**Food & Beverage Hotel:** Seeking volunteers  
**Bell/Luggage Attendants:** Seeking volunteers  
**Maintenance:** Tony Blanks (chief delegate)  
**Boat:** Trina Hester

### Ohio

#### Miami Valley Gaming

**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  
**Cage:** Denise Stadalski

### Riverside

Current Delegates:

**Cage:** Seeking volunteers  
**Food & Beverage:** Jaime Edge  
**Count Room:** Jackie Hibbs  
**Slots:** Sabrina Louthain  
**Maintenance:** Ahmad Alzaidi  
**EVS:** Eddie Heilman

### 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