



The ENTERTAINER

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Election Recap: Big Wins for Pro-Labor Candidates

Once again, citizens across the United States recently were reminded that Election Day isn't necessarily "results day."

They also proved that pollsters sometimes miss the mark.

Control of the House and Senate remained up for grabs even after Nov. 8, with final results not expected for days or perhaps weeks. Most projections indicated that Republicans would gain a majority in the House, while Senate seemed too close to call.

SEATU Political and Legislative Director Brian Schoeneman on Nov. 9 stated, "Yet again, voters have demonstrated that no amount of polling or punditry can accurately forecast what happens after the votes are counted. Despite claims that this would be a wave year like 2006 or 2010, what we've seen is another very close election cycle with House and Senate control still not determined, and Senate control likely not determined until December.

"Regardless of the outcome," he continued, "SEATU works hard every election cycle to support labor-friendly candidates and oppose those who don't stand with us. Whatever the outcome, we remain ready and willing to work with everyone in Congress to protect, promote and defend our industry."

AFL-CIO President Liz Shuler applauded the grassroots efforts of working families and said that those investments paid off.

"While it may be days or weeks until every vote is counted and we know the full results of this election, it's clear the tireless organizing efforts of working people to engage voters in one-on-one discussions about the issues that matter made a critical difference this year in many races," Shuler said. "No matter the outcome after all the votes are counted, working people know the fight isn't over; in fact, it's just getting started. The foundation that unions built through our 365-day-a-year political organizing campaign will engage voters every day through 2024 and beyond to create an economy that works for all of us."

She added, "This year's AFL-CIO political organizing program was unlike any in history. The issue-based conversations that were the heart and soul of this effort will only intensify in the coming months as we head toward 2024. Soon, the midterm elections will be in the rearview mirror. But working people aren't heading home. We're staying in the fight to rebuild our economy, brick by brick, until America's promise is fully realized."



Pictured in photo above at the Maryland State and D.C. AFL-CIO Convention (which took place in Baltimore in October) are (from left) SEATU Representative Shane Sterry, U.S. Sen. Chris Van Hollen (D-Maryland) and SIU Port Agent John Hoskins. Van Hollen won reelection in November.

Voters Turn Out in Support of Economic Justice Measures

Editor's note: The following item appeared in full on the Economic Policy Institute's Nov. 17, 2022 blog. It was posted by Nina Mast, Lea Woods, and Jennifer Sherer.

In this year's midterm elections, voters showed a strong level of support for progressive ballot measures across the country. These victories were tempered by the defeat of worthwhile ballot measures in some states and the uncertainty of progress under a divided Congress. Nonetheless, voters across the country approved minimum wage increases, protected access to abortion, supported cannabis legalization, and approved measures to increase housing affordability and promote good union jobs.

Though much work remains to be done to enact a progressive economic agenda, this midterm election showed clear signs of support for a policy agenda that prioritizes

economic, racial, and gender justice for working families.

Minimum Wage

Nebraska: Voters approved Initiative 433, which will increase the state's minimum wage to \$15 by 2026.

Nevada: Voters approved Question 2, which will increase the state's minimum wage to \$12 in July 2024. The measure also removed a provision that allows employers to pay workers \$1 less if they offer health insurance.

Tipped minimum wage

Voters in Washington, D.C. and Portland, Maine considered ballot measure to eliminate the subminimum wage for tipped workers. The tipped minimum wage system, which allows employers to pay workers well below the minimum wage, is a legacy of slavery and disproportionately harms workers of color and women. Over

3 million tipped workers nationwide are paid below their state's minimum wage for as little as \$2.13 an hour. Meanwhile, workers in states with one fair wage have higher take-home pay and are less likely to live in poverty than workers in states that pay tipped workers the federal minimum of \$2.13.

Washington, D.C.: Voters approved Initiative 82, eliminating the subminimum wage and raising the wage floor for tipped workers from \$5.35 to \$16.10 by 2027. A similar initiative was passed in 2018 but was overturned by the D.C. City Council and Mayor Muriel Bowser.

Portland, Maine: Voters rejected Question D, which would have raised the overall minimum wage to \$18 by 2025 and eliminated the subminimum wage for tipped work. The measure would have also classified app-based workers as employees and established a Department of Fair Labor Practices to investigate and enforce labor standards at the city level. The Maine Center for Economic Policy, a partner of EPI's Economic Analysis and Research Network (EARN), estimates that over a third of Maine workers would have earned higher wages as a result of the change. An increased minimum wage would have primarily benefited women and workers of color in the state.

Workers' rights

New York: Voters approved the Clean Water, Clean Air, and Green Jobs

Environmental Bond Act of 2022, which establishes prevailing wage standards on construction projects. The bill also allows the state and municipalities to require contractors to execute labor peace agreements and buy American for structural iron and steel.

Illinois: Voters approved Amendment 1, which will prevent lawmakers from passing so-called "right-to-work" laws and give workers a constitutional right to collectively bargain over wages, hours, and working conditions.

However, in **Tennessee**, so-called "right-to-work" was further entrenched at the ballot box. Voters approved Amendment 1, enshrining "right-to-work" in the state's constitution and making efforts to repeal the law much more difficult. EPI research has shown that states with so-called "right-to-work" laws, which are designed to weaken unions financially, have lower wages for both unionized and nonunionized workers than states without such laws.

Tax fairness

Massachusetts: Voters approved Question 1, an amendment to the state's constitution that will increase taxes on the state's richest residents. The Massachusetts Budget and Policy Center, an EARN partner, estimates that the tax will generate at least \$2 billion a year for investments in public education and affordable transportation.

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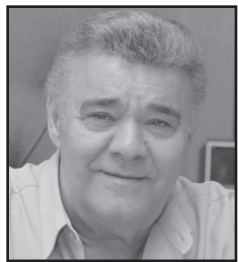
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President's Column

Midterms Bring Labor Wins

The midterm elections are behind us, with a few notable exceptions in the form of runoff elections when the results were too close to call. That said, regardless of those last remaining races, one thing is for sure: The predictions were way, way off. The so-called “red wave” didn’t happen: at the time of writing this, the Senate sits at an even 50/50 split between Republicans and Democrats – which means



Michael Sacco

Vice President Harris can cast a tiebreaking vote - while the Republicans have taken a slim majority in the House.

Regardless of party, the real winner in the midterms has been the working class. One of the most surprising wins came when pro-worker John Fetterman (D) won his race to be the next Senator from Pennsylvania, flipping that state and turning the “red wave” back to sea. Again, we’re not celebrating one party or the other, but rather

the pro-labor candidates winning their respective races.

To mention just a few other labor wins:

- Voters in Illinois re-elected their pro-worker Governor, J.B. Pritzker, as well as the equally pro-labor state legislative majority. In addition, the people of Illinois voted in favor of a state constitutional amendment that guarantees collective bargaining, and outlaws so-called “right to work” laws.

- Minnesotans similarly voted in favor of a union member, as former teacher Tim Walz was reelected as Governor. Minnesota’s Attorney General Keith Ellison, who previously led the state’s Congressional Progressive Caucus, also defeated his anti-labor opponent.

- Several incumbent pro-worker female governors also ran successful campaigns, including Gretchen Whitmer in Michigan, Kathy Hochul in New York, Michelle Lujan Grisham in New Mexico and Janet Mills in Maine.

It is also worth a reminder that these runoff elections are necessary (and in some cases, triggered automatically due to the tally being within a certain percentage split) because every vote really does matter. In one Minnesota state race, a union member won her election by a margin of 300 votes. With that in mind, I thank you for performing your civic duty and voting in this midterm, and look forward to hearing about a record number of union voters in the next election.

In conclusion, I believe there are two lessons to come from these most recent midterms: First, don’t believe the pundits when it comes to election forecasts. Second, when working people come together and vote for those who support us and our families, we can change the tides, whatever color the wave may be.

More Progress for SEATU

For anyone who missed the SEATU convention coverage in our previous edition, I’m pleased to report that our union has emerged from the pandemic in excellent shape. Our worksites have been back in business for a while. Additionally, members have ratified new contracts across the country, and – without exception – those agreements boost wages and typically also include other gains. That’s not a small accomplishment these days.

Our convention theme was “Working Together Wins,” and that’s exactly how we not only survived the pandemic but also in many ways grew stronger. I’m proud of our members and officials and I also give credit to our contracted employers for collectively meeting the challenges. We’ve got a bright future and I’m looking forward to helping lead us to even better days.

Happy Holidays

And just like that, another year has flown by. I extend heartfelt best wishes to our members, retirees and their families for a safe and happy holiday season.

Last but not least, I extend my gratitude to all of our women and men in uniform. Thank you for your ongoing service, please stay safe – and know that you always can rely on SEATU.



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U.S. Braces for Challenging Flu Season

Editor’s note: The following article was provided by the National Foundation for Infectious Diseases in Bethesda, Maryland. It has been slightly edited to conform to local style and space limitations.

With a potentially severe respiratory season ahead, about half of all US adults remain vulnerable to influenza (flu), according to new data released Oct. 4 during a news conference conducted by the National Foundation for Infectious Diseases (NFID).

The new NFID survey of US adults found that only 49% plan to get a flu vaccine during the 2022-2023 flu season. Leading health experts from NFID and the Centers for Disease Control and Prevention (CDC) are urging everyone age 6 months and older to get vaccinated against flu now, amid concerns of a potentially severe season in the US.

CDC Director Rochelle P. Walensky, MD, MPH, encouraged the public to prioritize vaccination. “Last flu season, nearly half of adults received their flu vaccine—with adults age 65 years and older leading in flu vaccine coverage,” said Dr. Walensky, citing new CDC data also released during the news conference. “With a potentially challenging flu season ahead, I urge everyone to protect themselves and their families from flu and its potentially serious complications. Schedule your flu vaccine today.”

In addition to flu, the NFID survey also explored attitudes and behaviors about COVID-19 and pneumococcal disease. Only 32% of US adults are extremely/very confident about the safety of receiving flu and COVID-19 vaccines at the same time—underlining the importance of healthcare professionals talking to their patients about the safety of vaccine coadministration. Also, among adults age 65 years and older, and those with an underlying health condition who are at higher risk for pneumococcal disease, less than a third (29%) reported that they have been advised to get vaccinated against pneumococcal disease.

“These survey data are concerning. The updated COVID-19 boosters are safe and convenient to get at the same time as a flu vaccine,” said NFID President Patricia (Patsy) A. Stinchfield, RN, MS, CPNP. “Flu season is also a great time to make sure you are up to date on pneumococcal vaccination because pneumococcal disease can be a serious complication of flu.”

According to the NFID survey, a majority (69%) of US adults recognize that annual flu vaccination is the best preventive measure against flu-related hospitalization and deaths. Furthermore, most US adults (58%) report that they will wear a mask at least sometimes

during flu season, a preventive behavior that represents a major change compared to pre-pandemic flu seasons.

“Based on what we have seen in parts of the Southern Hemisphere, flu has the potential to hit us hard this year,” said NFID Medical Director William Schaffner, MD. “On a positive note, we have more preventive behaviors in our toolbox than we did before the COVID-19 pandemic. We are more accustomed to wearing masks and staying home when sick.”

During the 2021-2022 flu season, CDC estimated 51% of the overall US population age 6 months and older received a flu vaccine, which was similar to coverage during the 2020-2021 season. Flu vaccination among all adults was 49%, with coverage increasing with age: 37% for adults age 18 to 49 years, 52% for adults age 50 to 64 years, and 74% for adults age 65 years and older. This trend in coverage by age is consistent with prior seasons.

The NFID survey also shows that the majority (78%) of adults age 65 years and older know that this year, certain flu vaccines (high dose, recombinant, and adjuvanted flu vaccines) are preferentially recommended for them, as they help boost the immune response in older adults.

Among children age 6 months to 17 years, flu vaccination coverage was 58% for the 2021-2022 flu season, which is a decrease of about 6 percentage points compared to 2019-2020. For pregnant women, vaccination coverage dropped to 50% compared to nearly 55% in the previous season.

CDC estimated that approximately 94% of US adults who were hospitalized with flu-related complications last season had at least one underlying medical condition. Yet only 43% of adults age 18 to 49 years with at least one chronic health condition were vaccinated against flu during the 2021-2022 season. Of concern this year, the NFID survey found that nearly 1 in 5 individuals (22%) who are at higher risk of developing serious flu-related complications reported that they were not planning to get vaccinated against flu during the 2022-2023 season.

“Flu vaccination is important for everyone,” Dr. Auguste said, “but it is especially important for those at higher risk from potentially serious complications of flu, including pregnant women, children under 5 years of age, adults age 65 years and older, and those with certain chronic health conditions, including diabetes, lung disease, and heart disease. Unfortunately, many of these populations have sub-optimal vaccination rates. I’m particularly concerned to see that vaccination rates for pregnant women dipped to 50% last season,” added Dr. Auguste.

SEATU Directory

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BALTIMORE

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Baltimore, MD 21224
(410) 537-5987

COLUMBUS

2800 South High St.
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GUAYNABO

659 Hillside St.,
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(787) 400-8150

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606 Kalihi St.
Honolulu, HI 96819
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625 N. York Street
Houston, TX 77003
(713) 659-5152

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Jacksonville, FL 32256
(904) 281-2622

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

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5756 North Broadway
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(954) 522-7984

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St. Louis, MO 63116
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TACOMA

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(253) 272-7774

WILMINGTON

510 N. Broad Ave.
Wilmington, CA 90744
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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

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 2021 calendar year, the fee cost associated with this representation amounts to 98.29 per-

cent of the dues amount. This means that the agency fee based upon the dues would be \$294.87 (two hundred ninety-four dollars eighty seven cents) for the applicable year. An appropriate reduction also will be calculated for working dues.

This amount applies to the 2023 calendar year. This means that any individual who wishes to elect to pay agency fees and submits a letter between December 1, 2022 and November 30, 2023 will have this calculation applied to their 2023 dues payments which may still be owed to the union. As noted below, however, to continue to receive the agency fee reduction effective January 2024, your objection must be received by December 1, 2023.

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

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Editor's note: Many classes of SEATU members employed by Norwegian Cruise Lines (NCL) have recently completed the Basic Safety Training course at the Paul Hall Center for Maritime Training and Education in Piney Point, Maryland. The one-week training course includes training specified by the vessel operator, and includes fire, survival and first aid training. These training sessions were all administered at the Joseph Sacco Fire Fighting and Safety School, located on a satellite campus. In each photo on the following pages, all members are listed in alphabetical order.



Above: Sean Austin, Rachel Boaz, Aido Brest, Carlos Burns II, Daniel Criner, Sterling Gordon, Tala Ivory, Sarah Lang, Mario Javier Mercado Duncan, Ginise Moniz, Mauron Owens, Stuart Rose, Alonzo Smith, Latoya Smith and Dustin Sorensen-Wilde.



Above: Chad Curry, Simeon Drakes, Brandon Echols, Kaden Massey, Gustav Morales, Alexander Murry, Randi Radja, Mallorie Royo, Aaron Selwald and Sharia Thomas.



Above: Isaac JT Aguon, Taylor Crouch, Robert Facteau, Christopher Flournoy, Kayetlynn Hicks, Braxton Kramer, Jacob Levite, Emanuel Marzan, Mel Jean Mendoza, Victor Silva, Meek Vincent Kwasi Spears and Nikolle Ternasky.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Above (not all are pictured): Anna Grace Aguilar, Matthew Berglund, Robert Todd Daniel Capers, Bowen Escarmilla, Asia Evans, Ridwan Haris, Corina Herring, Katherine Javier, Peter Ruthi Kande, Michael Cachin Montelibano, Sean Murphy, Heather Neal, Merchandise Perry, Gabriella Roehr, Francisco Sevilla, Meek Vincent Kwasi Spears, Jacob Vick and Robrielle Williams.



Above (not all are pictured): Mia Aizawa, Dean Dela Cruz Bactad, Sarah Bartlett, Robson Boscaroli Jaremciuc, Markeeta Canyon, Tahja Davis-Hudson, Ridwan Haris, Yericho Kruszynski, Pooja Kumbhar, Juan Paolo Manalili, Andrew Paguaga, Sonam Sherpa, Shawna-Kay Skinner, De Anna Smith, Mica Taylor and Margaret Van Pelt.



Above: Muhammad Abdullah Jr., Edgar Alajid, Kiley Bacher, Tameika Blake, Zoe Michaela Branson, Faith Chavez, Destiny DeJesus, Tavis Dunson, Moises Francisco Jimenez Bustamante, Nicole Johnson, John Daniel Ladrangan, Charles Joseph Mama, Alyssa Skilan and Gregory Totorean IV.

Members Graduate From Classes At SEATU-Affiliated Paul Hall Center



Included above: Rocklyn Arjona, Maria Concepcion Beligon Ayap, Zoie Britt, Elizabeth Clark, John De Santo, Allain Vincent Rosero Dizon, Quincey Dukes, Christina Gomez, Taylor Lewis, Olivia Lindsey, Ryan Longmire, Mark Miller, Marlon Nabua, Sammie Ofoia, Jaron Ott, Brian Peel, Jhessel Resaba, Matthew Satterfield and Joseph Sipprell.



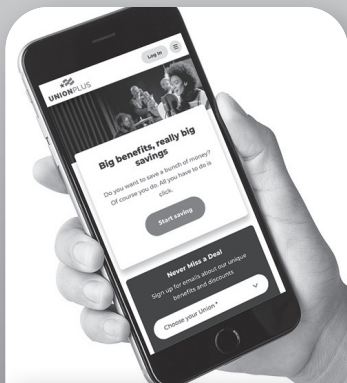
Above: Julie Asidre, Rochell Dela Cruz, Joebert Ferrolino, Paul Timothy Sorongclo Fetalcorin, Jonel Tique Garcia, Muhammad Anggue Hardyansah, Agus Hariyanto, Tirso De Villa Javier, Angelito Saquiped Ochona, Cozy Patrick Rodrigues, Alejandro Racoma Roguel, Christopher Vilacrusis and Made Suardita Yana.



Above (not all are pictured): Krystal Nicole Aleman, Genesis Arocho Aguirre, Tameika Blake, Brian Carter, Keysha Churchville, Marvin Clairsaint, Alfred Coppola III, Christopher Cota, Allison Kaye Credo, Robert Holtsoi, Daniel Jarome Lamb Jr., Justin Lewis, Ryan Lomarda, James Mazurkiewicz, Angela Menoyo, Harley Mire, Hari Purwoko, Jonathon Reese, Alejandro Roguel and Jeffery Vega.

Holiday savings just for you

Do you want to save money? We thought so. Thousands of union families save money every day by taking advantage of exclusive benefits from **Union Plus**. Join them in accessing all kinds of discounts.



Wireless



Flowers & Gifts



Restaurants



Movie Tickets & Live Events



Exclusive discounts for union families



See more at unionplus.org

12/22 SEATU-HOLSAV-IFY-11-15-2022



The ENTERTAINER

SERVICE • HOSPITALITY • GAMING

Class Photos
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Delegates Needed

Delegates are needed at workplaces in all SEATU jurisdictions. Contact your local union hall for more information.

Know Your Weingarten Rights

All SEATU members should be aware of their Weingarten Rights.

Established by the Supreme Court in 1975, the rights guarantee employees the right to union representation during investigatory interviews with management. An investigatory interview is one in which a supervisor questions an employee to obtain information which could be used as a basis for discipline or asks an employee to defend his/her conduct.

If an employee has a reasonable belief that discipline or discharge may result from what they say during such an interview, they have the right to request union representation. It's important to remember that management is not required to inform employees of their Weingarten rights; employees have the responsibility of knowing that these rights exist and to request that they be invoked when appropriate.

Copies of the Weingarten Rights are posted on all union bulletin boards. They also can be accessed on SEATU's web site at www.seatu.org, linked under the Members Rights section. Individuals with questions regarding these rights should contact their SEATU representative, delegate or shop steward.

Become Familiar With Your Labor Contract

All SEATU members, especially those in bargaining unit classifications, are reminded to obtain, read and become familiar with the provisions of their labor contracts.

It is equally important to be aware of the company's policies and procedures where labor issues are concerned. Knowledge of both better enables members to invoke their rights as necessary and protect them when threatened.

Those desiring copies of their labor contracts should contact their on-site delegate or visit their union hall.

Support Your Newsletter

All members are encouraged to share their ideas for stories and photos with the editorial staff of *The Entertainer*. Become the eyes and ears in your work areas by staying abreast of newsworthy events such as promotions, awards, retirements, participation in community activities, etc.

The Entertainer staff would also like to know about anyone who has or participates in unusual hobbies for possible feature stories.

Contact your union representatives with any tips you may have so that we can give recognition to those who richly deserve it.

Members Receive Lifeboat Training on the Pride of America



Posing in the photo above, in alphabetical order: Anna Grace Aguilar, Ken Curtis, Alec Burak, Genevieve Garza, Michael Harris Jr., Mehdi MacHkour, Sean Mafnas, Shana McCarl, Sharon Morales, instructor Pat Schoenberger and Lauren 'Laz' Zafar.

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: 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: Seeking volunteers
Main Bank: Crystal Malone

Lawrenceburg

Current Delegates:

Slot Attendant: Carl Marting
Slot Technician: Nick Hall
EVS Steward: Warren Walls
Cage & Credit: Linda Richter,
Food & Beverage: Cassandra Cole
Guest Services: Seeking volunteers
Wardrobe/Gift Shop: Seeking volunteers
Hotel: Linda Hensler
Maintenance: Kyle Callahan

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

Maryland

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

Current Delegates:

Hollywood Casino Perryville
Food & Beverage: 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: Seeking volunteers
Food & Beverage: Jaime Edge
Count Room: Jackie Hibbs
Slots: Sabrina Louthain
Maintenance: Ahmad Alzaidi

St. Louis/Alton Metro

Current Delegates:

Food & Beverage: Maggie Roy, Dennis Baker, Lisa Longo
Housekeeping: Seeking volunteers
Cage & Credit: Hope Jones
Marine Crew: Seeking volunteers
Count Team: Chloe Lake